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ABSTRACT

According to this report by the Kentucky Commission on Human Rights, women in the Kentucky State government continued to suffer from serious inequities as of November 1982. The salary gap between men and women widened to an annual difference of $4,114, the largest gap of an eight-year trend. The salary gap between black women and white women grew from $1,318 in 1980 to $1,828 in 1982. Thirteen State departments had totally sex-segregated job classes, and at least 75 percent of the job classes with more than one employee per job class in 41 State agencies were segregated by sex. For every woman making more than $36,000 per year, there were 16 men earning at that level, while, at the bottom 2,800 women more than men made less than $15,000 per year. Of the 1,421 job classes in State government, 594 (41.8 percent) were all male (an improvement over November 1980 when 48.5 percent of the job classes were without women). Twenty-three State departments had women working in less than 50 percent of department job classes. Finally, women were severely concentrated in office and clerical jobs but were underrepresented among officials and managers and in technical jobs, skilled craft jobs, and protective service jobs. (CMG)

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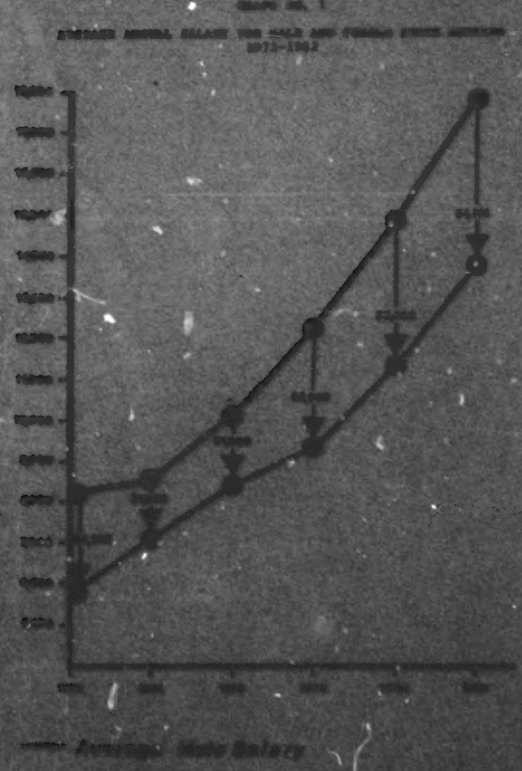
Status of Women in Kentucky State Agencies

Sixth Report



An Analysis of Employment Job Levels and Salaries as of November, 1982

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HIGHLIGHTS

1. The difference between the average salaries for men and women in state government increased again in 1982 to a new record level of $4,114 per year. This widest-ever-gap grew larger by $648 between November 1980 and November 1982. In 1982, women state workers earned 77.1 cents to every dollar men state workers earned.

2. As of November 1982, the 16,708 women working in state government made up 47.5 percent of the total state government workforce--an increase of 0.4 percent since November 1980--but 1,171 fewer women were working in 1982 as compared to 1980.

3. The Judicial Branch of state government had the largest salary gap between male and female workers on the cabinet level at $17,969 difference yearly. The Cabinet for Public Protection and Regulation had the second worst salary gap at $9,533 a year. The Energy and Agriculture Cabinet followed close behind with a difference of $9,231 yearly.

4. The Department of the Arts was the only state agency with 30 or more employees that paid women more, on the average, than it paid men. As of November 1982, women made $876 more per year than men in the Department of the Arts.

5. The Department of Fish and Wildlife and the Department of Highways had the worst female workforce percentages among major state agencies as of November 1982, both below 10 percent female.

6. Twenty-three state agencies had women working in fewer than 50 percent of that agency's job classes as of November 1982, and most of those 23 agencies also had serious female under-utilization problems.

7. Women continued to be under-utilized among officials and managers, technicians, skilled craft and protective service jobs as of November 1982 in state government.

8. As of November 1982, 594 (41.8 percent) of the 1,421 job classifications in state government had no women workers. In contrast, 256 job classes (18.0 percent) were without male workers. Six large classifications were all-male in 1982. Almost without exception, the job classes with 90 percent or more female workers were secretarial, clerical, or nursing jobs.

9. Men and women were totally segregated in different job classes in 13 state agencies and severely segregated in five additional state departments, as of November 1, 1982. At least 75 percent of the job classes with more than one employee per job class in 41 state agencies was segregated by sex.

10. Women in state government were heavily concentrated in jobs earning less than $20,400 per year. As of November 1982, 88.0 percent of women state workers were in jobs paying $20,400 per year or less. Only 1.0 percent of female state employees earned above $30,000 per year whereas almost 10 percent of male workers earned above $30,000 per year.

11. Women were hired for 1,014 of 2,438 state jobs between November 1981 and November 1982. At 41.6 percent, this new hire figure was somewhat below the 47.1 percent of the total state workforce held by women in November 1982 and proves that the slight gains by women between 1980 and 1982 resulted from more men than women leaving state employment, rather than from effective affirmative hiring.

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Preface

This is the sixth report by the Kentucky Commission on Human Rights on the employment of women in Kentucky state government using the same systematic and objective research techniques as has been used in the past. All full-time state employees in Executive, Judicial, and Legislative branches of state government are included in this report and all previous reports.

The data for this report are based on Personnel Department computer runs as of November 1, 1982. The five previous commission staff reports on women in state government analyzed employment statistics as of November 1, 1980, November 1, 1978, November 1, 1976, December 31, 1974, November 6, 1972, and November 5, 1971.

Other reports based upon less complete data, which are limited to Executive branch employees and based upon a different date, may not be directly comparable with this report. Any long-term gains which may have been reported in other studies will be apparent in future reports in this series by the Kentucky Commission on Human Rights.

The data presented in the report are subject to errors resulting from inaccurate reporting by individual agencies and incorrect key punching. Because of state government re-organization and job reclassification, some of the data were not comparable with past years. Where possible, comparisons have been made with past years and similar procedures have been followed in preparing the report.

The Kentucky Commission on Human Rights especially wishes to thank the Department of Personnel for its assistance in this project so that the commission staff can continue the objective, independent research and reports it has conducted on this subject in previous years.

WOMEN FURTHER BEHIND MEN IN 1982

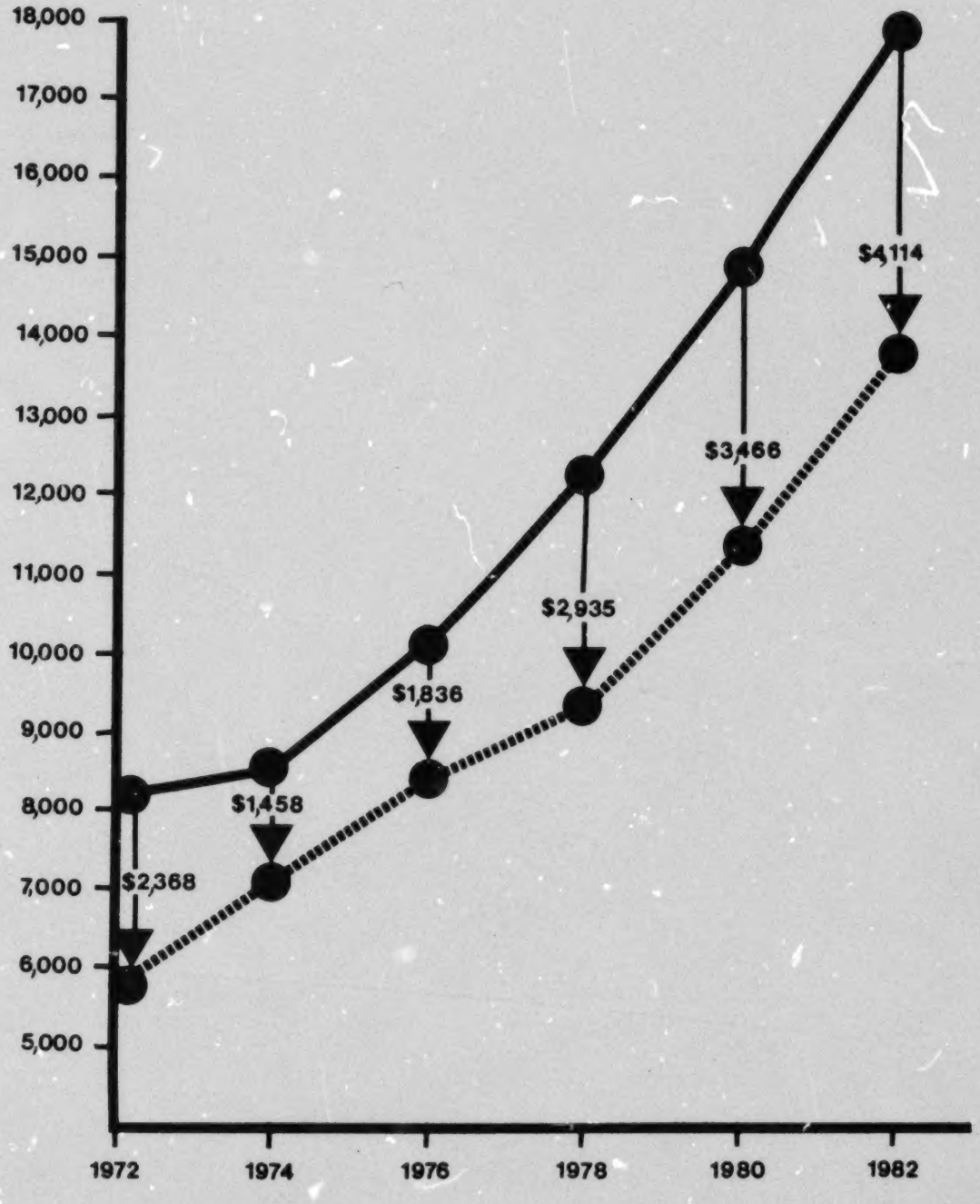
Women in state government continued to fall further behind men and the salary gap widened to an annual difference of $4,114 in November 1982--the largest gap of an eight-year trend.

However in two areas there was a slight but discernible improvement. Women gained almost one-third of a percent in the percentage of the male salary that they earned going from 76.8 percent in November 1980 to 77.1 percent in November 1982. Since 1979, women have moved one-half of one percent closer to earning on an equal level with men.

In at least six state agencies, women new hires were paid at a better rate in comparison to men than women already in the department, showing that, in some agencies, progress was being made in raising the pay rate for women in relation to men.

GRAPH NO. 1

AVERAGE ANNUAL SALARY FOR MALE AND FEMALE STATE WORKERS
1972-1982



Other measures showed that women in state government continued to suffer from serious inequities as of November 1982 in that:

* Thirteen state departments had totally sex-segregated workforces where women worked in job classes with only women and men worked in job classes with only men;

* At least 75 percent of the job classes with more than one employee per job class in 41 state agencies was segregated by sex;

* For every woman making more than $36,00 per year, there were 16 men earning at that level, while at the bottom, more than 2,800 women than men made less than $15,000 per year in state government;

* 594 (41.8 percent) of the 1,421 job classes in state government were all-male. This was an improvement since November 1980 when 48.5 percent of the job classes were without women;

* 23 state departments had women working in less than 50 percent of that department's job classes; and,

* Women were severely concentrated in office and clerical jobs but were under-represented in officials and managers jobs, technical jobs, skilled craft jobs, and protective service jobs.

FEMALE SALARY GAP EXPANDS TO WORST RECORD EVER

The difference between the average salaries for men and women in state government increased again in 1982, as it has every year since 1974, to a new record level of $4,114 per year. This widest-ever-gap grew larger by $648 between November 1980 and November 1982.

TABLE A

Average Annual Salaries for Male and Female State Employees, 1972-1982

Average Annual Salary	1972	1974	1976	1978	1980	1982
Male Employees	8,224	8,550	10,200	12,251	14,937	17,988
Female Employees	5,856	7,092	8,364	9,316	11,471	13,874
Female Salary Gap	2,368	1,458	1,836	2,935	3,466	4,114
Female Percentage of Male Salary	71.2	82.9	82.0	76.0	76.8	77.1

If salaries had been equal as of November 1982, the average female worker would have earned $342 more per month, and $1.3 million more per week would have been earned by women state workers as a whole.

In 1982, women state workers earned 77.1 cents to every dollar men state workers earned. That's three-tenth of a cent better than 1980 but still worse than the 82.9 cents women earned in 1974.

WOMEN HOLD LARGER SHARE OF STATE GOVERNMENT WORKFORCE BUT FEWER JOBS

As of November 1982, the 16,708 women working in state government made up 47.5 percent of the total state government workforce--an increase of 0.4 percent since November 1980--but 1,171 fewer women were working in 1982 as compared to 1980. The small percentage gain resulted from a larger reduction in the male workforce during the same time period. Significant gains have been made by women in state government since 1965,

TABLE B

Number and Percent of Female Share of Full-Time Employment
July 1965 - November 1982

	July 1965	Nov. 1971	Dec. 1974	Nov. 1976	Nov. 1978	Nov. 1979	Nov. 1980	Nov. 1982
Total full-time state employees	24,280	31,286	32,231	34,615	38,703	40,927	37,938	35,179
Female full-time state employees	8,024	11,480	13,032	14,419	17,521	18,989	17,879	16,708
Absolute change in female employment	NA*	+1,439	+1,552	+1,387	+3,102	+1,468	-1,110	-1,171
Female share of total state government	33.0%	36.7%	40.4%	41.7%	45.3%	46.4%	47.1%	47.5%
Change of female share of total employment	NA*	+.5%	+2.0%	+1.3%	+2.6%	+1.1%	+0.7%	+0.4%

*NA: Not Available.

when women made up only 33.[illegible] percent of the workforce, and women as a whole have been able to increase their share of the workforce since 1980 despite a reducing number of state workers.

BLACK WOMEN STILL FURTHER BEHIND OTHERS

The disparity in salary between black women and white women grew worse by $510 between 1960 and 1982--a significant increase. In 1980 the average salary gap between black and white women was $1,318 and in 1982 it expanded to $1,828 per year. In addition, black women continued to earn less, on the average, than black men in 1982. The salary gap between black men and women was $1,071 a year as of November 1982.

Forty-two fewer black women held state government jobs in November 1982 as compared to 1980, but black women held a larger share of the workforce in 1982 at 4.2 percent as compared to 4.0 percent in 1980.

WOMEN IN JUDICIAL BRANCH SUFFER FROM WORST SALARY DISPARITY

The Judicial Branch of state government had the largest salary gap between male and female workers at the cabinet level at $17,969 difference yearly. The disparity in the judiciary is almost twice as large as any other cabinet in state government and over three times as large in over half of state government cabinets.

The Cabinet for Public Protection and Regulation had the second worst salary gap at $9,533 a year. The Energy and Agriculture Cabinet followed close behind with a difference of $9,231 yearly.

The average salary gap of all state agencies under General

Government was $8,723 per year, giving them the fourth worst female salary gap at the cabinet level in state government. The Revenue Cabinet was close behind with a yearly salary gap of $8,251.

The other cabinets and their gaps were: Justice Cabinet ($7,969), Legislative Branch ($5,519), Cabinet for Natural Resources and Environmental Protection ($4,811), Education and Humanities Cabinet ($4,592), Finance and Administration Cabinet ($4,760), Commerce Cabinet ($3,253), Cabinet for Human Resources ($3,082), Corrections Cabinet ($2,766), and Transportation Cabinet ($2,662).

Four state departments with at least 30 employees had annual salary gaps over $15,000 with the Department of Mines and Minerals at the top with a gap of $19,232 yearly. The Council on Higher Education followed next with a $17,241-a-year disparity, the Department of Training in the Justice Cabinet had a $16,238 yearly gap, and the Office of the Governor had a $15,071 annual difference between male and female workers.

Twenty-one additional state agencies with 30 or more employees had female salary gaps over $7,500 yearly in November 1982. The Office of the Human Resources Secretary ($14,517), Office of the Transportation Secretary ($13,767), Teacher's Retirement System ($13,187), Kentucky Retirement Systems ($12,437), Finance and Administration Cabinet's Office of Policy and Management ($12,006), Revenue Cabinet's Department of Professional and Support Service ($9,878), Office of the Justice Secretary ($9,781), Department of Property Taxation ($9,745), Transportation Cabinet's Department of Financial and Legal Affairs ($9,686), Office of the Finance and Administration Secretary ($9,471), Office of Secretary of State ($9,136), Human

Resources' Office of General Counsel ($8,552), Department of Economic Development ($8,079), Office of Attorney General ($8,000), Department of Housing, Building, and Construction ($7,947), Department of Local Government ($7,861), and Department of Banking and Securities ($7,681).

Fifteen additional agencies with 30 or more employees had salary gaps over $5,000 in November 1982. Overall in state government, 88 state agencies had female salary disparities higher than the state average of $4,114. Thirty-six agencies had male and female salaries disparities which were lower than the state average.

The Department of the Arts was the only state agency with 30 or more employees that paid women more, on the average, than it paid men. As of November 1982, women made $876 more than men in the Department of the Arts.

Women in 15 state agencies that had at least 30 employees made less than 59 cents to every dollar that was paid to male employees in those agencies. In the Department of Mines and Minerals, women earned 38.7 cents while men were making a dollar for the worst record of any state agency as of November 1982.

Women working in the Judiciary fared not much better in that they made 40.9 cents for every dollar that men in the Judiciary made.

The Department of Training in the Justice Cabinet was not far behind the Judiciary with women making only 44.9 cents for every dollar paid to men workers.

Women at the Council on Higher Education barely made half of what men earned with 50.9 cents being paid to women to the male dollar.

TABLE C

Average Annual Salaries for Male and Female
State Employees by Department

November 1982

Department Name	Average Male Salary	Average Female Salary	Salary Gap	Female Salary as % of Male Salary +/-
Legislative Research Commission	25,192	19,673	5,519	78.1
JUDICIAL BRANCH	30,441	12,472	17,969	41.0
Judiciary	30,441	12,456	17,985	40.9
Judicial Form Retirement System	NO MALES	13,486	---	
REVENUE CABINET	20,621	12,370	8,251	60.0
Office of the Secretary	47,187	15,282	31,905	32.4
Office of PVA's	28,800	12,228	16,572	42.5
Office of Revenue Estimating and Economic Analysis	25,563	13,649	11,914	53.4
Department of Property Taxation	24,929	13,184	9,745	57.5
Department of Processing & Enf.	19,618	12,121	7,497	61.8
Department of Professional and Support Service	23,483	13,605	9,878	57.9
GENERAL GOVERNMENT	23,931	15,208	8,723	63.5
Attorney General	24,900	16,900	8,000	67.9
Auditor of Public Accounts	23,443	16,355	7,088	69.8
Board of Elections	19,672	14,762	4,910	75.0
Council on Higher Education	35,126	17,885	17,241	50.9
Department of Local Government	24,454	16,593	7,861	67.9
Department of Personnel	22,752	14,649	8,103	64.4
Department of Treasury	20,758	15,581	5,177	75.1
Ky. Higher Education Assistance Authority	24,162	13,273	10,889	54.9
Kentucky Retirement Systems	25,683	13,246	12,437	51.6
Local Disaster & Emerg. Serv.	12,476	9,968	2,508	79.9
Office of the Governor	35,457	20,386	15,071	57.5
Office of the Lieutenant Governor	25,482	21,506	3,976	87.8
Office of Program Administration	36,678	19,728	16,950	53.8
Personnel Board	34,500	16,168	18,332	46.9
Secretary of the Cabinet	52,375	19,524	32,851	37.3
Secretary of State	23,624	14,488	9,136	61.3
Unified Prosecutorial System	23,115	13,345	9,770	57.7
JUSTICE CABINET	20,931	12,962	7,969	61.9
Office of the Secretary	22,634	12,853	9,781	56.8
Office of Administration	27,817	20,342	7,475	73.1
Department of Military Affairs	14,800	11,844	2,956	80.0
Department of State Police	21,391	12,911	8,480	60.4
Department of Training	29,455	13,217	16,238	44.9
EDUCATION AND HUMANITIES CABINET	20,846	16,254	4,592	78.0
Department for the Blind	16,241	14,102	2,139	86.8
Department of Education	21,083	16,490	4,593	78.2
Dept. for Libraries and Archives	18,382	14,818	3,564	80.6

TABLE C (Cont'd)

Department Name	Average Male Salary	Average Female Salary	Salary Gap	Female Salary as % of Male Salary +/-
Kentucky Educational Television	20,049	16,399	3,650	81.8
Kentucky Historical Society	15,925	12,854	3,071	80.7
Teacher's Retirement System	28,960	15,773	13,187	54.5
Ky. Commission on Human Rights	23,216	16,640	6,576	71.7
Kentucky Commission on Women	NO MALES	23,598	---	
Kentucky Heritage Council	17,832	15,528	2,304	87.1
CABINET FOR NATURAL RESOURCES AND ENVIRONMENTAL PROTECTION	19,093	14,282	4,811	74.8
Office of the Secretary	21,909	14,693	7,216	67.1
Office of Administration	27,420	NO FEMALES	---	
Office of Communications and Community Affairs	21,420	15,461	5,959	72.2
Office of General Counsel	22,392	16,663	5,729	74.4
Department of Environmental Prot.	21,187	15,183	6,004	71.7
Department of Natural Resources	16,906	12,893	4,013	76.3
Department of Surface Mining Reclamation and Enforcement	19,027	13,425	5,602	70.6
TRANSPORTATION CABINET	15,139	12,477	2,662	82.4
Office of the Secretary	30,381	16,614	13,767	54.7
Office of Comptroller	13,276	11,424	1,852	86.1
Department of Administration	14,729	10,951	3,778	74.3
Department of Financial and Legal Affairs	24,619	14,933	9,686	60.7
Department of Highways	14,608	12,651	1,957	86.6
Department of Vehicle Regulation	17,804	12,204	5,600	68.5
COMMERCE CABINET	13,667	10,414	3,253	76.2
Office of the Secretary	33,523	21,679	11,844	64.7
Department of Agriculture	17,252	13,843	3,409	80.2
Department of Arts	17,830	18,706	(-876)	104.9
Department of Economic Development	23,276	15,197	8,079	65.3
Department of Fish and Wildlife	15,946	14,434	1,512	90.5
Department of Parks	10,985	9,156	1,829	83.4
Kentucky Council on Agriculture	25,974	21,500	4,474	82.8
Kentucky Dev. Finance Authority	29,588	14,772	14,816	49.9
Kentucky Horse Park	17,517	8,970	2,547	51.2
Kentucky State Fair Board	13,595	11,161	2,434	82.1
CABINET FOR PUBLIC PROTECTION AND REGULATION	23,898	14,365	9,533	60.1
Office of the Secretary	43,779	21,584	22,195	49.3
Office for Public Advocacy	21,906	15,386	6,520	70.2
Department of Alcoholic Beverage Control	18,952	17,426	1,526	91.9
Department Banking and Securities	23,003	15,322	7,681	66.6
Department of Housing, Building and Construction	20,358	12,411	7,947	61.0
Department of Insurance	24,548	14,769	9,779	60.2
Department of Labor	21,961	13,821	8,140	62.9
Department of Mines & Minerals	31,361	12,129	19,232	38.7

TABLE C (Cont'd)

Department Name	Average Male Salary	Average Female Salary	Salary Gap	Female Salary as % of Male Salary +/-
Crime Victims Compensation Board	20,608	18,077	2,531	87.7
Kentucky Board of Tax Appeals	27,767	24,714	3,053	89.0
Kentucky Harness Racing Commission	30,936	14,064	16,872	45.5
Kentucky Occupational Safety and Health Review Commission	18,042	16,074	1,968	89.1
Public Service Commission	23,583	16,667	6,917	70.7
Registry of Election Finance	26,777	16,059	10,718	60.0
Kentucky State Racing Commission	24,813	16,400	8,413	66.1
CABINET FOR HUMAN RESOURCES	17,128	14,046	3,082	82.0
Office of the Secretary	31,234	16,717	14,517	53.5
Office of Administrative Services	16,503	14,433	2,070	87.5
Office of Communications and Council Affairs	13,664	18,007	(-4,344)	131.8
Office of General Counsel	26,268	17,716	8,552	67.4
Office of Inspector General	19,869	16,707	3,162	84.1
Office of Policy and Budget	28,789	17,663	11,126	61.4
Office of the Ombudsman	20,081	15,479	4,602	77.1
Department of Health Services	15,572	12,722	2,850	81.7
Department of Manpower Services	17,950	15,392	2,558	85.7
Department of Social Insurance	19,047	14,687	4,360	77.1
Department of Social Services	16,556	14,377	2,179	86.8
FINANCE & ADMINISTRATION CABINET	19,383	14,623	4,760	75.4
Office of the Secretary	26,028	16,557	9,471	63.6
Office of Governmental Serv. Cent.	30,616	15,638	14,978	51.1
Office of Policy Management	31,329	19,323	12,006	61.7
Department for Administration	17,225	13,866	3,359	80.5
Dept. for Facilities Management	15,602	11,719	3,883	75.1
Department for Information Systems	23,904	17,702	6,702	74.1
Capital Plaza Authority	14,777	14,992	(-215)	101.5
Commonwealth Credit Union	30,228	10,455	19,773	34.6
ENERGY AND AGRICULTURE CABINET	28,166	18,935	9,231	67.2
Office of the Secretary	38,144	28,788	9,356	75.5
Office of Administration	21,738	24,500	(-2,762)	42.7
Office of Policy and Evaluation	24,879	16,492	8,387	66.3
Department of Energy Production and Utilization	27,281	16,951	10,330	62.1
Department of Energy Research and Development	31,466	19,334	12,132	61.4
CORRECTIONS CABINET	16,314	13,548	2,766	83.0
Office of the Secretary	39,290	20,635	18,655	52.5
Office of Administrative Services	21,118	15,857	5,261	75.1
Office of Community Services	20,108	13,664	6,444	68.0
Office of Correctional Training	25,381	15,478	9,903	61.0
Office of General Counsel	27,432	20,202	7,230	73.6
Department of Adult Correctional Institutions	15,374	12,998	2,376	84.5
Parole Board	30,437	20,305	10,132	66.7

Other agencies that were on the lowest list were: Kentucky Horse Park (51.2 cents), Kentucky Retirement Systems (51.6 cents), Office of the Human Resources Secretary (53.5 cents), Teacher's Retirement System (54.5 cents), Office of Transportation Secretary (54.7 cents), Office of the Justice Secretary (56.8 cents), Governors Office (57.5 cents), Department of Property Taxation (57.5 cents), Unified Prosecutorial System (57.7 cents), and the Department of Professional and Support Service (57.9 cents).

TWO MAJOR STATE DEPARTMENTS CONTINUED TO FALL BELOW 10 PERCENT FEMALE EMPLOYMENT

The Department of Fish and Wildlife and the Department of Highways had the worst female workforce levels among major state agencies as of November 1982, both below 10 percent female.

Worst among the major departments was the Department of Fish and Wildlife (8.7 percent female) with only 27 women working among 312 employees as of November 1982.

The Department of Highways was barely better with a workforce only 8.9 percent female (478 women working with 4,880 men in the department). The dismal female employment rate in Highways adversely affected the entire Transportation Cabinet, pulling that cabinet's female workforce down to 15.1 percent--the worst of any cabinet of state government. Had the female workforce level in Highways been equal to the average female workforce level in the remaining departments of the Transportation Cabinet, 1,713 more women would have been working as of November 1982.

The Justice Cabinet was the second lowest female employer on the cabinet level in state government with 24.9 percent of the 1,994 workers being women as of November 1982. Within the Justice Cabinet, the Department of State Police had the worst female employment level at 19.9 percent. That low level of female employment in State Police was the major factor in the low female employment level in Justice.

The other justice agency below 30 percent female was the Department of Military Affairs with women in only 28.4 percent of the jobs.

The other Cabinets' female workforce percentages ranked from bottom to top were: Natural Resources and Environmental Protection (30.5 percent), Corrections (32.9 percent), Energy and Agriculture (39.3 percent), Finance and Administration (42.7 percent), Public Protection and Regulation (43.1 percent), Commerce (44.3 percent), Education and Humanities (51.0 percent), General Government (51.6 percent), Revenue (56.7 percent), Legislative Branch (56.8 percent), Human Resources (71.5 percent), and Judicial Branch (72.7 percent).

State agencies that had low female employment levels included: Department of Natural Resources (14.9 percent female), Kentucky State Racing Commission (15.8 percent female), Capital Plaza Authority (23.1 percent female), Kentucky Educational Television (23.3 percent female), Department of Housing, Building, and Construction (24.6 percent female), Office of the Energy Secretary (25.0 percent female), Unified Prosecutorial System (25.4 percent female), Department of Mines

and Minerals (25.6 percent female), Department of Banking and Securities (26.2 percent female), Department of Adult Correctional Institutions (28.2 percent female), and Kentucky Occupational Safety and Health Review Commission (28.6 percent female).

Twenty-four additional state agencies employed less than 40 percent women as of November 1982, while 46 state agencies had over 60 percent women working.

Twenty-two agencies in state government had 70 percent or more women in the agency and 19 of those departments had higher than average female salary gaps as of November 1982. It might be expected these women would hold high level positions in agencies that are mostly female, but in reality, it is the small minority of men in these agencies who hold the higher paying jobs, while women--who make up the large majority of the workforce--work for less.

The Judiciary provided the most glaring example, in that 1,425 or 72.7 percent of the 1,962 workers were women, for the highest female employment level in state government. Unfortunately for women, the average salary gap was also the highest in state government with men making $17,969 more per year, on the average, than women.

TABLE D

Numerical and Percentage Distribution
of Employees By Department By Sex

November 1982

Department Name	Total 1982	1982 Male	1982 Female	1982 % Female
Legislative Research Commission	199	86	113	56.8
JUDICIAL BRANCH	1,962	535	1,427	72.7
Judiciary	1,960	535	1,425	72.7
Judicial Form Retirement System	2	0	2	100.0
REVENUE CABINET	808	351	457	56.7
Office of the Secretary	4	2	2	50.0
Office of PVA's	2	1	1	50.0
Office of Revenue Estimating and Economic Analysis	9	4	5	55.6
Department of Property Taxation	53	33	20	37.7
Dept. of Processing & Enforcement	647	271	376	58.1
Dept. of Professional and Support Services	93	40	53	57.0
GENERAL GOVERNMENT	1,125	544	581	51.6
Attorney General	177	83	94	53.1
Auditor of Public Accounts	90	56	34	37.8
Board of Elections	13	3	10	76.9
Council on Higher Education	45	20	25	55.6
Department of Local Government	34	19	15	44.1
Department of Personnel	110	25	85	77.3
Department of Treasury	41	14	27	65.9
Kentucky Higher Education Assistance Authority	53	16	37	69.8
Kentucky Retirement Systems	34	8	26	76.5
Local Disaster & Emergency Services (Civil Defense)	23	12	11	47.8
Office of the Governor	32	8	24	75.0
Office of Lieutenant Governor	13	4	9	69.2
Office of Program Administration	7	2	5	71.4
Personnel Board	4	1	3	75.0
Secretary of the Cabinet	2	1	1	50.0
Secretary of State	34	3	31	91.2
Unified Prosecutorial System	335	250	85	25.4
JUSTICE CABINET	1,994	1,497	497	24.9
Office of the Secretary	95	12	83	87.4
Office of Administration	28	16	12	42.9
Department of Military Affairs	215	154	61	28.4
Department of State Police	1,610	1,289	321	19.9
Department of Training	46	26	20	43.5
EDUCATION AND HUMANITIES CABINET	3,852	1,888	1,964	51.0
Department for the Blind	129	58	71	55.0
Department of Education	3,289	1,630	1,659	50.4

TABLE D (Cont'd)

Department Name	Total 1982	1982 Male	1982 Female	1982 % Female
Department for Libraries & Archives	150	38	112	74.7
Kentucky Educational Television	146	112	34	23.3
Kentucky Historical Society	48	15	33	68.8
Teacher's Retirement System	30	9	21	70.0
Kentucky Commission on Human Rights	35	13	22	62.9
Kentucky Commission on Women	4	0	4	100.0
Kentucky Heritage Council	13	8	5	38.5
CABINET FOR NATURAL RESOURCES AND ENVIRONMENTAL PROTECTION	1,118	777	341	30.5
Office of the Secretary	66	18	48	72.7
Office of Administration	1	1	0	0.0
Office of Communications and Community Affairs	7	2	5	71.4
Office of General Counsel	31	16	15	48.4
Dept. of Environmental Protection	341	230	111	32.6
Department of Natural Resources	323	275	48	14.9
Department of Surface Mining Reclamation and Enforcement	339	229	110	32.4
TRANSPORTATION CABINET	6,651	5,644	1,007	15.1
Office of the Secretary	31	17	14	45.2
Office of the Comptroller	2	1	1	50.0
Department of Administration	648	376	272	42.0
Dept. of Financial and Legal Affairs	345	220	125	36.2
Department of Highways	5,358	4,880	478	8.9
Department of Vehicle Regulation	267	150	117	43.8
COMMERCE CABINET	2,815	1,569	1,246	44.3
Office of the Secretary	19	12	7	36.8
Department of Agriculture	289	199	90	31.1
Department of the Arts	41	19	22	53.7
Department of Economic Development	138	52	86	62.3
Department of Fish and Wildlife	312	285	27	8.7
Department of Parks	1,686	817	869	51.5
Kentucky Council on Agriculture	12	6	6	50.0
Ky. Development Finance Authority	6	3	3	50.0
Kentucky Horse Park	114	47	67	58.8
Kentucky State Fair Board	198	129	69	34.8
CABINET FOR PUBLIC PROTECTION AND REGULATION	1,160	660	500	43.1
Office of the Secretary	6	3	3	50.0
Office of Public Advocacy	114	59	55	48.2
Dept. of Alcoholic Beverage Control	39	25	14	35.9
Department of Banking and Securities	61	45	16	26.2
Department of Housing, Building, and Construction	179	135	44	24.6
Department of Insurance	67	23	44	65.7
Department of Labor	376	158	218	58.0
Department of Mines and Minerals	176	131	45	25.6
Crime Victims Compensation Board	11	4	7	63.6

TABLE D (Cont'd)

Department Name	Total 1982	1982 Male	1982 Female	1982 % Female
Kentucky Board of Tax Appeals	5	3	2	40.0
Kentucky Harness Racing Commission	9	5	4	44.4
Kentucky Occupational Safety and Health Review Commission	7	5	2	28.6
Public Service Commission	84	45	39	46.4
Registry of Election Finance	7	3	4	57.1
Kentucky State Racing Commission	19	16	3	15.8
CABINET FOR HUMAN RESOURCES	10,346	2,944	7,402	71.5
Office of the Secretary	56	21	35	62.5
Office of Administrative Services	378	153	225	59.5
Office of Communications & Council Affairs	11	3	8	72.7
Office of General Counsel	35	17	18	51.4
Office of the Inspector General	183	83	100	54.6
Office of Policy and Budget	18	8	10	55.6
Office of the Ombudsman	23	5	18	78.3
Department of Health Services	3,613	1,121	2,492	69.0
Department of Manpower Services	740	326	414	55.9
Department of Social Insurance	3,130	596	2,534	81.0
Department of Social Services	2,159	611	1,548	71.7
FINANCE AND ADMINISTRATION CABINET	1,362	780	582	42.7
Office of the Secretary	51	18	33	64.7
Office of Governmental Serv. Center	22	8	14	63.6
Office for Policy Management	31	17	14	45.2
Department for Administration	279	136	143	51.3
Department for Facilities Management	497	332	165	33.2
Department for Information Systems	452	257	195	53.1
Capital Plaza Authority	13	10	3	23.1
Commonwealth Credit Union	15	1	14	93.3
ENERGY & AGRICULTURE CABINET	56	34	22	39.3
Office of the Secretary	4	3	1	25.0
Office of Administration	7	4	3	42.9
Office of Policy and Evaluation	10	4	6	60.0
Department of Energy Production and Utilization	23	16	7	30.4
Department of Energy Research and Development	12	7	5	41.7
CORRECTIONS CABINET	1,731	1,162	569	32.9
Office of the Secretary	8	3	5	62.5
Office of Administrative Services	45	12	33	73.3
Office of Community Services	287	154	133	46.3
Office of Correctional Training	17	12	5	29.4
Office of General Counsel	7	1	6	85.7
Department of Adult Correctional Institutions	1,356	974	382	28.2
Parole Board	11	6	5	45.5

WOMEN STILL CONCENTRATED INTO FEW JOB CLASSES IN MANY AGENCIES

Twenty-three state agencies had women working in fewer than 50 percent of that agency's job classes as of November 1982, and most of those 23 agencies also had serious female underutilization problems.

The Kentucky State Racing Commission had the worst record of any state agency having women in only two of its 13 job classes. Likewise, only 15.8 percent of the workforce were women. The Department of Natural Resources was the second worst department with women in 10 of 53, or 18.9 percent of its job classes. Natural Resources' workforce total was equally dismal with women holding only 14.9 percent of the jobs.

In the Department of Fish and Wildlife, 25.0 percent (13 of 52) of the job classes had women working in them making the department the third worst in equal distribution of women among its job classes. The agency was also one of the lowest employers of women with only 8.7 percent of the jobs held by females.

The Department of Military Affairs was closely behind Fish and Wildlife with women working in only 25.7 percent of the department's job classes. Likewise, women made up only 28.4 percent of the Military Affairs' workforce.

Other agencies with a low utilization of women among that agency's job classes included: Office of the Commerce Secretary, Kentucky Development Finance Authority, Kentucky Occupational Safety and Health Review Commission, Capital Plaza Authority, Department of Housing, Building and Construction, Registry of Election Finance, Office of Energy Administration and Department of Highways.

TABLE E

Number and Percent of Females
Among Job Classes by Department

Name of Department	Total Job Classes	No. of Job Classes Held By Females	Percent Female
Legislative Research Commission	48	29	60.4
JUDICIAL BRANCH			
Judiciary	132	94	71.2
Judicial Form Retirement System	2	2	100.0
REVENUE CABINET			
Office of the Secretary	4	2	50.0
Office of PVA's	2	1	50.0
Office of Revenue Estimating & Economic Analysis	7	5	71.4
Department of Property Taxation	26	13	50.0
Department of Processing & Enforcement	56	32	57.1
Dept. of Professional & Support Services	36	25	69.4
GENERAL GOVERNMENT			
Attorney General	35	26	74.3
Auditor of Public Accounts	15	9	60.0
Board of Elections	9	6	66.7
Council on Higher Education	35	19	54.3
Department of Local Government	21	10	47.6
Department of Personnel	24	18	75.0
Department of Treasury	28	19	67.9
Kentucky Higher Education Assistance Authority	33	24	72.7
Kentucky Retirement Systems	20	14	70.0
Local Disaster & Emergency Services	7	4	57.1
Office of the Governor	18	14	77.8
Office of Lieutenant Governor	4	4	100.0
Office of Program Administration	6	5	83.3
Personnel Board	3	2	66.7
Secretary of the Cabinet	2	1	50.0
Secretary of State	17	14	82.4
Unified Prosecutorial System	12	8	66.7
JUSTICE CABINET			
Office of the Secretary	22	16	72.7
Office of Administration	18	9	50.0
Department of Military Affairs	74	19	25.7
Department of State Police	95	49	51.6
Department of Training	17	10	58.8
EDUCATION AND HUMANITIES CABINET			
Department for the Blind	43	22	51.2
Department of Education	197	128	65.0
Department for Libraries & Archives	48	34	70.8
Kentucky Educational Television	47	23	48.9
Kentucky Historical Society	36	24	66.7
Teacher's Retirement System	19	13	68.4

TABLE E (Cont'd)

Name of Department	Total Job Classes	No. of Job Classes Held By Females	Percent Female
Kentucky Commission on Human Rights	17	12	70.6
Kentucky Commission on Women	3	3	100.0
Kentucky Heritage Council	8	4	50.0
CABINET FOR NATURAL RESOURCES AND ENVIRONMENTAL PROTECTION			
Office of the Secretary	30	22	73.3
Office of Administration	1	0	0.0
Office of Communications & Community Affairs	7	5	71.4
Office of General Counsel	10	8	80.0
Department of Environmental Protection	62	40	64.5
Department of Natural Resources	53	10	18.9
Department of Surface Mining Reclamation & Enforcement	57	34	59.6
Environmental Quality Commission	2	1	50.0
Kentucky Nature Preserves Commission	5	3	60.0
TRANSPORTATION CABINET			
Office of the Secretary	14	9	64.3
Office of the Comptroller	2	1	50.0
Department of Administration	82	38	46.3
Department of Financial & Legal Affairs	59	33	54.7
Department of Highways	129	56	43.4
Department of Vehicle Regulation	53	29	54.7
COMMERCE CABINET			
Office of the Secretary	11	3	27.3
Department of Agriculture	49	27	55.1
Department of the Arts	23	18	78.3
Department of Economic Development	44	31	70.5
Department of Fish and Wildlife	52	13	25.0
Department of Parks	104	55	52.9
Kentucky Council on Agriculture	7	4	57.1
Kentucky Development Finance Authority	3	1	33.3
Kentucky Horse Park	40	21	52.5
Kentucky State Fair Board	58	26	44.8
CABINET FOR PUBLIC PROTECTION AND REGULATION			
Office of the Secretary	5	3	60.0
Office for Public Advocacy	25	16	64.0
Department of Alcoholic Beverage Control	16	11	68.8
Department of Banking & Securities	27	12	44.4
Department of Housing, Building, and Construction	49	19	38.8
Department of Insurance	30	22	73.3
Department of Labor	86	51	59.3
Department of Mines & Minerals	32	14	43.8
Crime Victims Compensation Board	7	6	85.7
Kentucky Board of Tax Appeals	4	2	50.0

TABLE E (Cont'd)

Name of Department	Total Job Classes	No. of Job Classes Held By Females	Percent Female
Kentucky Harness Racing Commission	6	3	50.0
Kentucky Occupational Safety & Health Review Commission	6	2	33.3
Public Service Commission	40	27	67.5
Registry of Election Finance	5	2	40.0
Kentucky State Racing Commission	13	2	15.4
CABINET FOR HUMAN RESOURCES			
Office of the Secretary	25	15	60.0
Office of Administrative Services	74	38	51.4
Office of Communications & Council Affairs	9	8	88.9
Office of General Counsel	10	7	70.0
Office of Inspector General	34	21	61.8
Office of Policy & Budget	7	5	71.4
Office of the Ombudsman	8	7	87.5
Department of Health Services	238	174	73.1
Department of Manpower Services	47	40	85.1
Department of Social Insurance	86	80	93.0
Department of Social Services	85	64	75.3
FINANCE AND ADMINISTRATION CABINET			
Office of the Secretary	31	18	58.1
Office of Governmental Services Center	11	8	72.7
Office for Policy Management	12	9	75.0
Department for Administration	62	42	67.7
Department for Facilities Management	89	40	44.9
Department for Information Systems	60	41	68.3
Capital Plaza Authority	9	3	33.3
Commonwealth Credit Union	3	2	66.7
ENERGY AND AGRICULTURE CABINET			
Office of the Secretary	2	1	50.0
Office of Administration	7	3	42.9
Office of Policy & Evaluation	9	6	66.7
Department of Energy Production and Utilization	13	6	46.2
Dept. of Energy Research and Development	9	5	55.6
CORRECTIONS CABINET			
Office of the Secretary	7	4	57.1
Office of Administrative Services	25	16	64.0
Office of Community Services	18	12	66.7
Office of Correctional Training	6	4	66.7
Office of General Counsel	7	6	85.7
Department of Adult Correctional Institutions	104	53	51.0
Parole Board	5	4	80.0
TOTAL STATE GOVERNMENT	1423	824	57.9

FEW WOMEN WORKED IN EXECUTIVE, TECHNICAL, SKILLED, AND LAW ENFORCEMENT JOBS

Women continued to be under-utilized among officials and managers, technicians, skilled craft and protective service jobs as of November 1982 in state government.

Only 3.8 percent of the skilled craft jobs (96 of 2,529) were held by women, for the worst level of any skill grouping in state government. Protective Service had the second worse female level with just 13.3 percent (321 of 2,416) of the jobs held by women.

Women held 735, or 28.0 percent, of the 2,627 officials and managers positions in state government. In the technical category, 28.1 percent of the jobs had women working in them.

The professional jobs came closest to having an equitable share of jobs held by women in that 44.2 percent (4,075 of 9,221) of the professional workers were women. But more than one-half of those women (2,078) were in a single cabinet (Human Resources) and another 815 were in the Department of Education.

Office and clerical jobs were the only group to have a severe concentration of women with 92.8 percent of the 6,822 jobs being held by females as of November 1982.

TABLE F

Number of Women by Skill and Professional Groupings
November 1982

Department Name	Officials and Managers	Professionals	Technicians	Office and Clerical	Skilled Craft	Protective Services	Service and Maintenance	Para-professional	Total Female
LEGISLATIVE RESEARCH COMMISSION	24	13	18	47	1	0	0	10	113
JUDICIAL BRANCH	102	154	125	1029	3	0	0	14	1427
Judiciary	100	154	125	1029	3	0	0	14	1425
Judicial Form Retirement System	2	0	0	0	0	0	0	0	2
REVENUE CABINET	4	180	19	242	1	0	5	1	452
Office of the Secretary	0	0	0	2	0	0	0	0	2
Office of PVA's	0	1	0	0	0	0	0	0	1
Office of Revenue Estimating and Economic Analysis	0	0	1	3	0	0	0	1	5
Department of Property Taxation	1	9	2	8	0	0	0	0	20
Department of Processing & Enf.	0	156	13	201	0	0	1	0	371
Department of Professional and Support Services	3	14	3	28	1	0	4	0	53
GENERAL GOVERNMENT	58	107	25	351	2	3	1	32	579
Attorney General	7	31	1	49	0	0	0	6	94
Auditor of Public Accounts	4	11	11	8	0	0	0	0	34
Board of Elections	1	0	1	8	0	0	0	0	10
Council on Higher Education	2	5	1	13	0	0	0	3	24
Department of Local Government	3	2	0	9	0	0	0	1	15
Department of Personnel	7	21	0	57	0	0	0	0	85
Department of Treasury	3	6	0	17	0	0	0	1	27
Kentucky Higher Education Asst. Auth.	3	5	2	21	1	0	1	4	37
Kentucky Retirement Systems	2	8	1	15	0	0	0	0	26
Local Disaster and Emergency Servs.	0	0	1	8	0	0	0	1	10
Office of the Governor	8	0	0	9	0	0	0	7	24
Office of the Lieutenant Governor	7	0	0	0	0	0	0	2	9
Office of Program Administration	0	0	3	2	0	0	0	0	5
Personnel Board	0	0	0	3	0	0	0	0	3
Secretary of the Cabinet	0	0	0	1	0	0	0	0	1
Secretary of State	4	1	1	24	1	0	0	0	31
Unified Prosecutorial System	0	12	2	61	0	3	0	7	85
JUSTICE CABINET	9	36	14	375	2	16	6	39	497
Office of the Secretary	2	1	1	69	0	0	0	10	83
Office of Administration	1	7	0	4	0	0	0	0	12
Department of Military Affairs	1	9	5	41	0	1	4	0	61
Department of State Police	5	16	8	245	1	15	2	29	321
Department of Training	0	3	0	16	1	0	0	0	20
EDUCATION AND HUMANITIES CABINET	121	903	25	620	16	1	91	187	1964
Department for the Blind	4	26	2	29	0	0	7	3	71
Department of Education	76	815	15	517	10	1	77	148	1659
Department of Libraries & Archives	21	27	1	31	0	0	0	32	112
Kentucky Educational Television	6	10	6	12	0	0	0	0	34

TABLE F (Cont'd)

Department Name	Officials and Managers	Professionals	Technicians	Office and Clericial	Skilled Craft	Protective Services	Service and Maintenance	Para-professional	Total Female
Kentucky Historical Society	8	5	0	4	6	0	7	3	33
Teacher's Retirement System	0	8	0	12	0	0	0	1	21
Kentucky Commission on Human Rights	1	11	1	9	0	0	0	0	22
Kentucky Commission on Women	3	0	0	1	0	0	0	0	4
Kentucky Heritage Council	1	1	0	3	0	0	0	0	5
CABINET FOR NATURAL RESOURCES AND ENVIRONMENTAL PROTECTION	16	83	27	190	10	0	0	14	340
Office of the Secretary	5	11	3	27	2	0	0	0	48
Office of Administration	0	0	0	0	0	0	0	0	0
Office of Communications and Community Affairs	1	1	0	2	0	0	0	1	5
Office of General Counsel	0	6	0	5	0	0	0	4	15
Dept. of Environmental Protection	7	38	7	55	0	0	0	4	111
Department of Natural Resources	1	1	2	36	8	0	0	0	48
Department of Surface Mining Reclamation and Enforcement	2	25	14	63	0	0	0	5	109
TRANSPORTATION CABINET	14	117	43	542	8	1	231	51	1007
Office of the Secretary	2	2	0	9	0	0	0	1	14
Office of the Comptroller	0	0	0	1	0	0	0	0	1
Department of Administration	1	16	3	64	3	0	179	6	272
Department of Financial and Legal Affairs	2	29	4	87	2	0	0	1	125
Department of Highways	4	50	30	302	3	0	50	39	478
Department of Vehicle Regulation	5	20	6	79	0	1	2	4	117
COMMERCE CABINET	52	50	25	189	3	0	70	12	1244
Office of the Secretary	1	0	0	6	0	0	0	0	7
Department of Agriculture	6	10	14	56	0	0	1	3	90
Department of the Arts	6	5	5	5	0	0	0	1	22
Department of Economic Development	9	18	2	55	0	0	0	2	86
Department of Fish and Wildlife	3	5	1	16	2	0	0	0	27
Department of Parks	5	40	1	135	13	1	660	12	867
Kentucky Council on Agriculture	3	0	0	3	0	0	0	0	6
Kentucky Development Finance Auth.	0	0	0	3	0	0	0	0	3
Kentucky Horse Park	1	4	2	6	0	0	52	2	67
Kentucky State Fair Board	3	8	1	38	1	0	17	1	69
CABINET FOR PUBLIC PROT. & REGULATION	26	63	97	275	0	1	11	26	499
Office of the Secretary	1	0	0	2	0	0	0	0	3
Office of Public Advocacy	2	15	2	28	0	0	0	8	55
Dept. of Alcoholic Beverage Control	4	1	3	5	0	1	0	0	14
Department of Banking and Securities	1	1	4	8	0	0	1	1	16
Department of Housing, Building, and Construction	1	5	2	36	0	0	0	0	44
Department of Insurance	5	3	4	30	0	0	0	2	44
Department of Labor	5	22	36	139	0	0	7	9	218
Department of Mines and Minerals	2	2	40	0	0	0	1	0	45
Crime Victims Compensation Board	1	2	0	3	0	0	0	1	7
Kentucky Board of Tax Appeals	1	0	0	1	0	0	0	0	2

TABLE F (Cont'd)

Department Name	Officials and Managers	Professionals	Technicians	Office and Clerical	Skilled Craft	Protective Services	Service and Maintenance	Para-professional	Total Female
Kentucky Harness Racing Commission	1	0	0	3	0	0	0	0	4
Kentucky Occupational Safety and Health Review Commission	1	0	0	1	0	0	0	0	2
Public Service Commission	1	12	6	15	0	0	2	2	38
Registry of Election Finance	0	0	0	1	0	0	0	3	4
Kentucky State Racing Commission	0	0	0	3	0	0	0	0	3
CABINET FOR HUMAN RESOURCES	274	2078	125	1855	7	140	1149	1771	7399
Office of the Secretary	6	5	0	19	0	0	0	5	35
Office of Administrative Services	2	99	14	97	0	0	6	7	225
Office of Communications and Council Affairs	1	3	0	3	0	0	0	1	8
Office of General Counsel	0	4	1	11	0	0	0	2	18
Office of Inspector General	19	47	4	27	0	0	0	3	100
Office of Policy and Budget	0	5	1	4	0	0	0	0	10
Office of the Ombudsman	1	13	0	4	0	0	0	0	18
Department of Health Services	105	407	62	395	6	48	1098	369	2490
Department of Manpower Services	23	299	4	82	0	0	5	1	414
Department of Social Insurance	94	407	30	818	0	0	2	1182	2533
Department of Social Services	23	789	9	395	1	92	38	201	1548
FINANCE AND ADMINISTRATION CABINET	22	106	95	215	23	0	94	26	581
Office of the Secretary	5	10	2	16	0	0	0	0	33
Office of Governmental Services Center	1	0	5	7	0	0	1	0	14
Office for Policy Management	4	3	0	7	0	0	0	0	14
Department for Administration	5	27	2	83	12	0	2	12	143
Department for Facilities Management	2	7	8	43	5	0	89	10	164
Department for Information Systems	4	58	78	43	6	0	2	4	195
Capital Plaza Authority	1	0	0	2	0	0	0	0	3
ENERGY AND AGRICULTURE CABINET	7	5	1	6	2	0	0	1	22
Office of the Secretary	1	0	0	0	0	0	0	0	1
Office of Administration	2	0	0	0	0	0	0	1	3
Office of Policy and Evaluation	1	2	0	3	0	0	0	0	6
Department of Energy Productions and Utilization	2	2	1	0	2	0	0	0	7
Department of Energy Research and Development	1	1	0	3	0	0	0	0	5
CORRECTIONS CABINET	21	140	5	216	10	158	1	18	569
Office of the Secretary	1	1	0	3	0	0	0	0	5
Office of Administrative Services	2	13	0	17	0	0	0	1	33
Office of Community Services	3	41	1	87	0	0	0	1	133
Office of Correctional Training	0	1	1	0	3	0	0	0	5
Office of General Counsel	1	1	0	3	0	0	0	1	6
Department of Adult Correctional Institutions	14	82	2	103	7	158	1	15	382
Parole Board	0	1	1	3	0	0	0	0	5
TOTAL STATE GOVERNMENT	735	4075	605	6331	96	321	2319	2211	16693

OVER 40 PERCENT OF STATE JOB CLASSES REMAINED ALL-MALE

As of November 1982, 594 (41.8 percent) of the 1,421 job classifications in state government had no women workers. In contrast, 256 job classes (18.0 percent) were without male workers.

This was an improvement since November 1980 when 48.5 percent of the job classes in state government were all-male and 21.4 percent were all-female. However, because of government reorganization and the restructuring of all the job classes in state government in July 1982, it was not possible to determine any inroads women may have made into all-male job classes.

Six large classifications were all-male in 1982: Heavy Equipment Operator (676 men), Highway Structures Repairer (108 men), Highway County Crew Foreman (126 men), Automotive Mechanic Senior (134 men), Police Sergeant (103 men), and Engineer (172 men).

Nineteen of the 65 job classes that had at least 100 employees per class, had less than 10 percent female employment as of November 1982. At the other end, 26 job classes had over 75 percent female representation. Even more telling is the fact that 21 of those 26 jobs were in paygrades 8 and below, with 10 of them in paygrades 4 and 5.

Almost without exception, the job classes with 90 percent or more female workers were secretarial, clerical, or nursing jobs. Other highly female-concentrated-jobs included Serving Attendant, Accountant Senior and Fiscal Technicians.

TABLE G

Job Classes With 100 or More Employees
November 1982
(Ranked by percentage of female employees)

Class Code	Position Title	Pay Grade	Male	Female	% Female
1041	Heavy Equipment Operator	6	676	0	0.0
7037	Engineer	12	172	0	0.0
1706	Automotive Mechanic Senior	7	134	0	0.0
1061	Highway County Crew Foreman	7	126	0	0.0
1059	Highway Structures Repairer	5	108	0	0.0
2344	Police Sergeant	63	103	0	0.0
2343	Police Trooper Senior	62	572	1	0.2
1022	Maintenance Worker	4	186	1	0.5
7039	Engineer Chief	13	130	1	0.8
1063	Highway County Foreman	9	115	1	0.9
1037	Light Equipment Operator	4	1315	19	1.4
7016	Engineering Technician Senior	8	187	3	1.6
7015	Engineering Technician	7	359	7	1.9
372	County Attorney	NA	117	3	2.5
206	District Judge	NA	118	4	3.3
1036	Highway Laborer	3	381	15	3.8
2342	Police Trooper	61	107	7	6.1
1501	Park Laborer	4	239	19	7.4
1001	Laborer	2	93	9	8.8
9203	Stores Worker Senior	5	129	22	14.6
9487	Division Director II	16	173	31	15.2
7014	Engineering Aide	4	127	25	16.4
2201	Correctional Officer	7	640	182	22.1
6301	Probation and Parole Officer	9	124	40	24.4
9001	Timekeeper	6	87	40	31.5
5142	Education Teacher Rank II	52	426	204	32.4
5141	Education Teacher Rank III	51	266	144	35.5
5143	Education Teacher Rank I	53	129	86	40.0
228	Circuit Clerk	NA	69	51	42.5
1003	Janitor	3	317	246	43.7
6206	Youth Facility Officer Senior	6	128	100	43.9
4109	Rehabilitation Counselor	9	71	79	52.7
6103	Manpower Placement Interviewer Sr.	8	157	175	52.7
9501	Toll Plaza Attendant	4	120	168	58.3
4301	Patient Aide	3	43	76	63.9
1503	Park Worker	3	198	438	68.9
6227	Field Services Supervisor	10	43	97	69.3
6233	Social Worker Senior	8	218	564	72.1
6266	Field Office Supervisor	11	34	92	73.0
4125	Therapy Program Assistant	5	35	119	77.3

TABLE G

Class Code	Position Title	Pay Grade	Male	Female	% Female
6225	Casework Specialist Principal	8	37	131	78.0
4302	Patient Aide Senior	4	206	755	78.6
6223	Casework Specialist Senior	7	192	898	82.4
9608	Administrative Aide	7	22	114	83.8
1308	Cook	4	18	104	85.2
263	Judicial Clerk II	NA	26	219	89.4
283	Judicial Clerk III	NA	12	103	89.6
9025	Clerk III	5	22	221	90.9
9023	Clerk II	4	80	868	91.6
9107	Fiscal Technician	6	17	189	91.7
9109	Fiscal Technician Senior	7	9	102	91.9
4312	Licensed Practical Nurse	5	11	126	92.0
9027	Clerical Supervisor	7	10	117	92.1
9108	Accountant Senior	8	15	217	93.5
256	Judicial Clerk I	NA	38	554	93.6
9103	Fiscal Clerk Senior	4	16	247	93.9
4321	Nurse Registered	9	6	109	94.8
9702	Data Entry Operator	5	4	228	98.6
1305	Serving Attendant	49	2	152	98.7
9704	Data Entry Operator Chief	6	1	105	99.1
9037	Secretary IV	8	1	160	99.4
9035	Secretary III	7	3	800	99.6
9033	Secretary II	5	5	1484	99.7
9036	Secretary Administrative	8	0	149	100.0
6201	Support Services Aide	4	0	197	100.0
	TOTAL		9,525	11,418	54.5

TABLE H

Job Classes With at Least 200 Females
(Ranked by number of female employees)

Class Code	Position Title	Pay Grade	Number Female Employees	Percent Total Female
9033	Secretary II	5	1484	8.9
6223	Casework Specialist Senior	7	898	5.4
9023	Clerk II	4	868	5.2
9035	Secretary III	7	800	4.8
4302	Patient Aide Senior	4	755	4.5
6233	Social Worker Senior	8	564	3.4
256	Judicial Clerk I	NA	554	3.3
1503	Park Worker	3	438	2.6
9103	Fiscal Clerk Senior	4	247	1.5
9702	Data Entry Operator	5	288	1.7
1003	Janitor	3	246	1.5
9025	Clerk III	5	221	1.3
263	Judicial Clerk II	NA	219	1.3
9108	Accountant Senior	8	217	1.3
5142	Education Teacher Rank II	52	204	1.2
	TOTAL		8003	47.9

TABLE I

Job Classes With Ten or More Employees
and Without Male Employees
(Ranked by number of female employees)

Class Code	Position Title	Pay Grade	Number of Employees
6201	Support Services Aide	4	197
9036	Secretary Administrative	8	149
9062	Typist Principal	4	89
269	Judicial Secretary I	NA	65
9054	Word Processor Operator Principal	7	64
273	Judicial Secretary	NA	50
379	District Secretary	NA	46
5003	Library Technician	5	37
4331	Nurse Consultant/Inspector	11	30
274	Reporter Secretary	NA	24
9038	Secretary Senior Executive	9	24
6221	Casework Specialist	5	23
272	Judicial Secretary II	NA	19
1318	Dining Room Supervisor	5	18
9235	Purchasing Technician	6	18
9165	Credit Union Service Representative	5	17
4137	Nosologist Senior	6	16
305	Legal Secretary	NA	15
252	Judicial Bookkeeper I	NA	14
9031	Secretary 1	4	14
4325	Nurse Service Administrator	13	13
4339	Nurse/Administrator	11	12
323	Deputy Clerk	NA	11
4333	Nurse Handicapped Children Clinic	9	11
9056	Word Processor Operator Supervisor	8	11
3706	Unemployment Insurance Examiner	6	10
	TOTAL		997

OVER 40 STATE AGENCIES HAD SERIOUS SEX SEGREGATION PROBLEMS

Men and women were totally segregated in different job classes in 13 state agencies and severely segregated in five additional state departments, as of November 1, 1982.

The Department of Mines and Minerals was the largest agency in state government to have a totally sex-segregated staff in 1982. None of the 45 women worked in job classes with any of the 131 male workers.

The three major job categories in Mines and Minerals, Mining Inspector (10 employees), Mining Inspector Senior (37 employees), and Mining Safety Analyst Senior (38 employees), were entirely male jobs, which is a dismal example of the success state government has had in placing women in non-traditional jobs.

During the 70s, women made significant breakthroughs in coal mining jobs in private industry, but that was not the case in state government, where women in Mines and Minerals continued to work mainly as clerks and secretaries in 1982.

The office of the Secretary of State and the Department of Local Government, both with 34 employees, were the next two largest agencies with total job class segregation between male and female staff.

The sex segregation problem in the Secretary of State's office resulted from no men working in clerical jobs, which was the major job class in the office. Seventeen women worked as either a Clerk II or a Clerk III reinforcing the false notion that only women can do clerical work. The three men in the office had professional or executive level jobs.

A similar problem existed in the Department of Local Government where only women held the clerical and secretarial jobs, while only men were in the professional and executive jobs. In the job classes with more than one employee per class, only men worked as Local Government Advisor Senior, Local Government Project Coordinator, and Principal Assistant. Only women worked as Secretary II's and Word Processor Operator Principals. However, two women worked as Local Government Advisor Supervisors, but no men worked in the same class.

The other state agencies with completely sex-separated workforces were: Local Disaster and Emergency Services, Kentucky State Racing Commission, Commonwealth Credit Union, Board of Elections, Kentucky Harness Racing Commission, Office of the Corrections Secretary, Registry of Election Finance, Kentucky Development Finance Authority, Board of Registration for Professional Engineers and Land Surveyors, and the Personnel Board. In most all of these agencies, even placing one woman in an all-male job class or one man in an all-female job class would have greatly reduced the level of segregation in the workforce while providing a wider range of jobs for women.

The Department of Housing, Building, and Construction was severely segregated, saved from total sex segregation by one woman Deputy State Fire Marshall among 25 male marshalls, as of November 1982.

The only other jobs that women held in Housing, Building, and Construction were clerical, secretarial, data entry operators, fiscal technicians, and accountants. On the other hand, only men worked as electrical inspectors, elevator inspectors,

hazardous materials inspectors, housing inspectors, building codes inspectors, plumbing inspectors, and boiler inspectors.

The Department of Insurance also had a severely segregated workforce--the third agency of the Cabinet for Public Protection and Regulations to be totally, or near totally, sex segregated. As was the case in Mines and Minerals and Housing, Building and Construction, only women worked in clerical, secretarial, and fiscal technicians jobs while mostly men held the professional and executive level jobs, with one woman working as an insurance analyst and one woman as a division director.

Other agencies in the Public Protection and Regulation Cabinet that had serious sex-segregated workforces were the Department of Alcoholic Beverage Control, Department of Banking and Securities, and the Department of Labor.

The Department of Justice Training was only one person away from a totally segregated workforce because one of the 15 training instructors was a woman, as of November 1982. All of the other women in the department worked as clerks, secretaries, data entry operators, or fiscal technicians.

The Department of Military Affairs and the Department of State Police--two other agencies of the Justice Cabinet--also had seriously sex-segregated staffs. Women in Military Affairs again worked as clerks, secretaries, and technicians. One man worked as a secretary and another man worked as a clerk among two score of women in the same jobs. With the exception of three female janitors and three disaster and emergency service workers, most all of the other jobs in Military Affairs belonged to men.

The Department of State Police, the largest agency of the Justice Cabinet, had serious sex-segregation problems mainly because women were almost totally excluded from police trooper jobs. Only seven women worked among the 719 Police Trooper Cadets, Police Troopers, or Police Trooper Seniors, as of November 1982, and no women held the rank of sergeant, lieutenant, captain, major, or lieutenant colonel. Almost 200 men held those ranks exclusively. Other highly male concentrated jobs in State Police were maintenance workers, KEWS technicians, automotive mechanics, arson investigators, security guards and executive security officers.

Women were well represented among the dispatching and driver's license examiners jobs--the only large job classes where men and women shared the same work in the Department of State Police.

The clerical and secretarial jobs in State Police were predictably the highly concentrated female jobs, with five male clerks--one of which was a clerical supervisor.

The Office of the Finance Secretary was a severely sex-segregated agency with high concentrations of women in clerical, secretarial and fiscal technician jobs, while men in the agency, for the most part, filled the executive and professional positions. The few women who held professional or executive jobs were in job classes by themselves and did not reflect a sex-integrated workforce.

The Department of Property Taxation, in the Revenue Cabinet, also had a severe segregation problem between the sexes, in large part, because all the property assessors--the largest job class in the department--were men.

Other state agencies that had serious sex segregation in job classes as of November 1982 were: Department of Natural Resources, Department of Fish and Wildlife, Department of Vehicle Regulation, Office of the Transportation Secretary, Kentucky Retirement System, Unified Prosecutorial System, Department of Agriculture, Teacher's Retirement System, Kentucky Council on Agriculture, Department of Energy Research and Development, Office of the Human Resources Secretary, Kentucky Educational Television, Department of Financial and Legal Affairs in the Transportation Cabinet, Kentucky Higher Education Assistance Authority, Department of Surface Mining Reclamation and Enforcement, Kentucky State Fair Board, Department of Finance Administration, and the Department of Highways.

All together, 41 state agencies had at least a serious segregation problem between men and women. Another 37 state agencies had considerable sex-segregation in the workplace as of November 1982.

The five least sex-segregated state agencies were: Corrections Office of Administrative Services, Human Resources Office of Policy and Budget, Human Resources Office of the Ombudsman, Department of Manpower Services, and the Kentucky Commission on Human Rights.

TABLE J

Level of Sex Segregation in Job Classes by Department
November 1982

Department Name	Total or Severe Segregation*	Serious Segregation	Considerable Segregation	Moderate Segregation	Little or no Segregation	Not Applicable
LEGISLATIVE RESEARCH COMMISSION			X			
JUDICIAL BRANCH						
Judiciary			X			
Judicial Form Retirement System						X
REVENUE CABINET						
Office of the Secretary						X
Office of PVA's						X
Office of Revenue Estimating and Economic Analysis						X
Department of Property Taxation	S					
Department of Processing & Enf.			X			
Department of Professional and Support Services			X			
GENERAL GOVERNMENT						
Attorney General			X			
Auditor of Public Accounts				X		
Board of Elections	T					
Council on Higher Education			X			
Department of Local Government	T					
Department of Personnel			X			
Department of Treasury			X			
Kentucky Higher Education Asst. Auth.		X				
Kentucky Retirement Systems		X				
Local Disaster and Emergency Servs.	T					
Office of the Governor			X			
Office of the Lieutenant Governor			X			
Office of Program Administration						X
Personnel Board	T					
Secretary of the Cabinet						X
Secretary of State	T					
Unified Prosecutorial System		X				
JUSTICE CABINET						
Office of the Secretary			X			
Office of Administration			X			
Department of Military Affairs		X				
Department of State Police		X				
Department of Training	S					
EDUCATION AND HUMANITIES CABINET						
Department for the Blind			X			
Department of Education			X			

*T designates total segregation; S designates severe segregation

TABLE J (Cont'd)

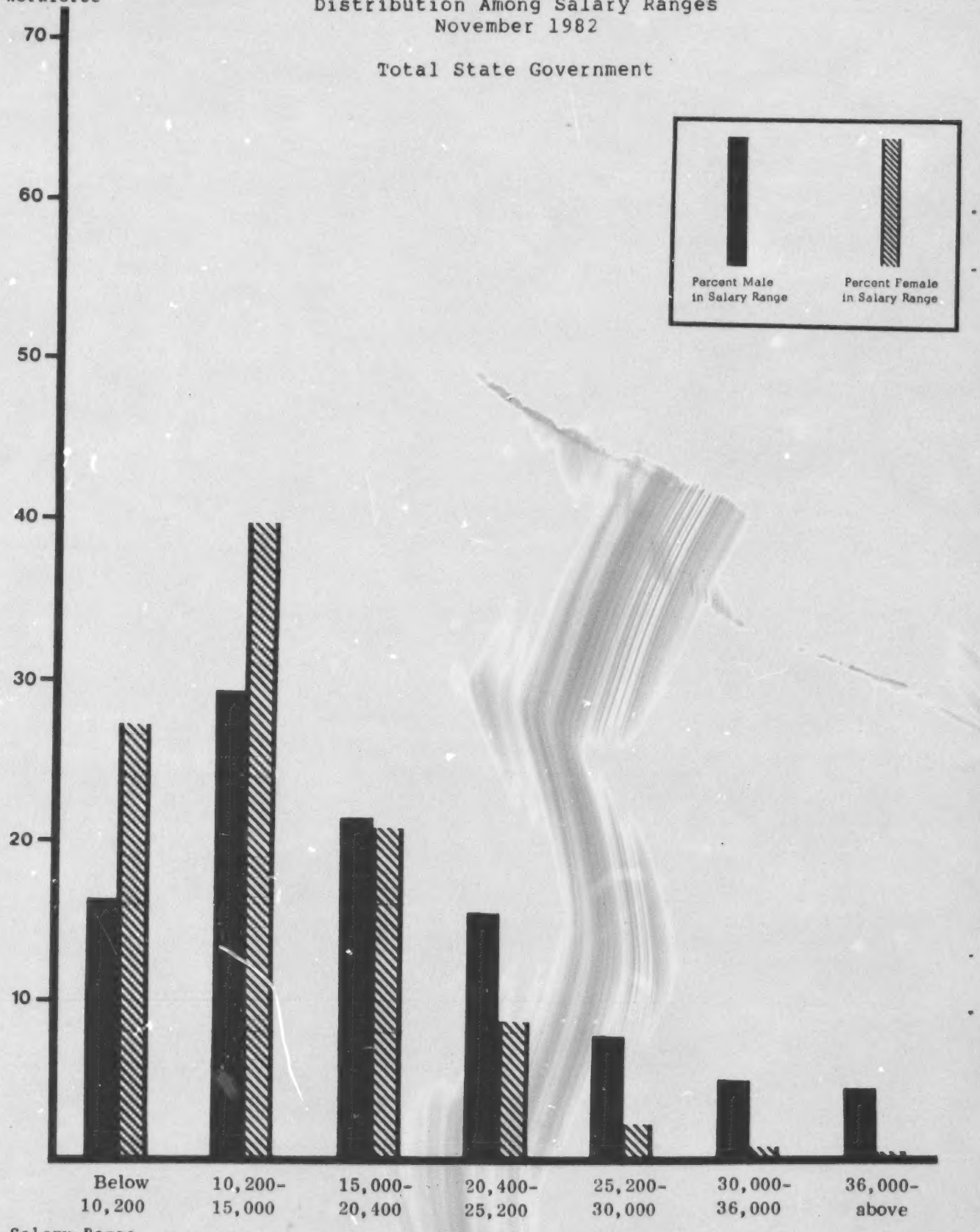
Department Name	Total or Severe Segregation*	Serious Segregation	Considerable Segregation	Moderate Segregation	Little or no Segregation	Not Applicable
Department of Libraries & Archives			X			
Kentucky Educational Television		X				
Kentucky Historical Society			X			
Teacher's Retirement System		X				
Kentucky Commission on Human Rights				X		
Kentucky Commission on Women						X
Kentucky Heritage Council			X			
CABINET FOR NATURAL RESOURCES AND ENVIRONMENTAL PROTECTION						
Office of the Secretary			X			
Office of Administration						X
Office of Communications and Community Affairs						X
Office of General Counsel				X		
Dept. of Environmental Protection			X			
Department of Natural Resources		X				
Department of Surface Mining Reclamation and Enforcement		X				
TRANSPORTATION CABINET						
Office of the Secretary		X				
Office of the Comptroller						X
Department of Administration			X			
Department of Financial and Legal Affairs		X				
Department of Highways		X				
Department of Vehicle Regulation		X				
COMMERCE CABINET						
Office of the Secretary			X			
Department of Agriculture		X				
Department of the Arts			X			
Department of Economic Development			X			
Department of Fish and Wildlife		X				
Department of Parks			X			
Kentucky Council on Agriculture		X				
Kentucky Development Finance Auth.	T					
Kentucky Horse Park			X			
Kentucky State Fair Board		X				
CABINET FOR PUBLIC PROT. & REGULATION						
Office of the Secretary						X
Office of Public Advocacy			X			
Dept. of Alcoholic Beverage Control		X				
Department of Banking and Securities		X				
Department of Housing, Building, & Const.	S					
Department of Insurance	S					
Department of Labor		X				
Department of Mines and Minerals	T					

TABLE J (Cont'd)

Department Name	Total or Severe Segregation*	Serious Segregation	Considerable Segregation	Moderate Segregation	Little or no Segregation	Not Applicable
Crime Victims Compensation Board						X
Kentucky Board of Tax Appeals						X
Kentucky Harness Racing Commission	T					
Kentucky Occupational Safety and Health Review Commission						X
Public Service Commission			X			
Registry of Election Finance	T					
Kentucky State Racing Commission	T					
CABINET FOR HUMAN RESOURCES						
Office of the Secretary		X				
Office of Administrative Services			X			
Office of Communications and Council Affairs						X
Office of General Counsel			X			
Office of Inspector General			X			
Office of Policy and Budget					X	
Office of the Ombudsman					X	
Department of Health Services				X		
Department of Manpower Services				X		
Department of Social Insurance				X		
Department of Social Services				X		
FINANCE AND ADMINISTRATION CABINET						
Office of the Secretary	S					
Office of Governmental Services Center			X			
Office for Policy Management			X			
Department for Administration		X				
Department for Facilities Management			X			
Department for Information Systems				X		
Capital Plaza Authority						X
Commonwealth Credit Union	T					
ENERGY AND AGRICULTURE CABINET						
Office of the Secretary			X			
Office of Administration						X
Office of Policy and Evaluation						X
Department of Energy Productions and Utilization						X
Department of Energy Research & Devel.		X				
CORRECTIONS CABINET						
Office of the Secretary	T					
Office of Administrative Services					X	
Office of Community Services			X			
Office of Correctional Training			X			
Office of General Counsel						X
Department of Adult Correctional Institutions				X		
Parole Board			X			

Graph No. 2
Distribution Among Salary Ranges
November 1982

Total State Government



MORE WOMEN THAN MEN WERE IN LOWER PAYING JOBS IN MOST OF STATE GOVERNMENT

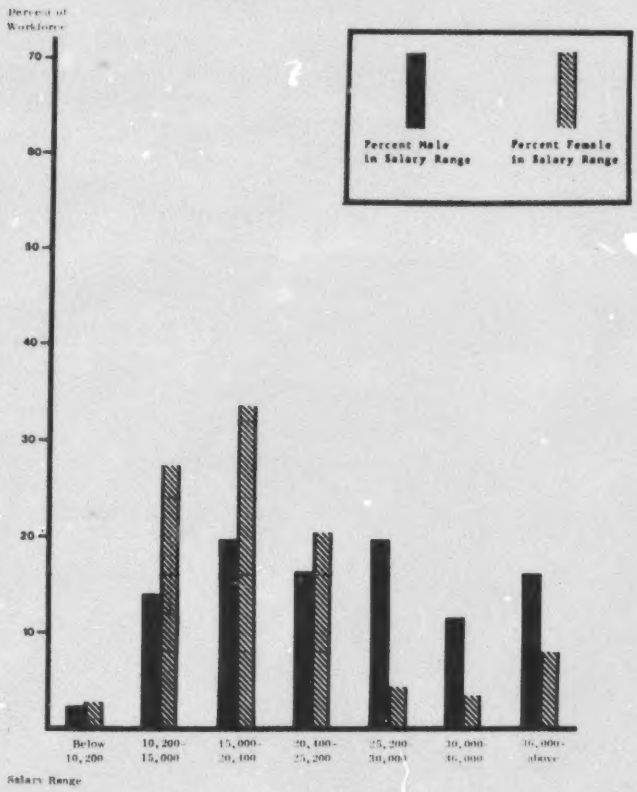
Women in state government were heavily concentrated in jobs earning less than $20,400 per year. As of November 1982, 88.0 percent of women state workers were in jobs paying $20,400 per year or less. In contrast, 67.0 percent of male state workers were earning $20,400 or below. Along with the larger share of low-paying jobs, women were almost non-existent at the high end of the scale. Only 1.0 percent of female state employees earned above $30,000 per year whereas almost 10 percent of male workers earned above $30,000 per year.

Almost 40 percent of female state workers earned between $10,200 and $15,000 per year as of November 1, 1982. The level of male and female workers came closest to being equal in the $15,000-$20,400 per year range with 21.5 percent of male workers in that range and 20.9 percent of female state workers earning between those amounts.

A cabinet-by-cabinet breakdown showed that in every cabinet and in most every agency, women consistently earned less than men, regardless of whether the cabinet or agency had high or low salary averages. The cabinet-by-cabinet breakdown follows.

Legislative Branch

Graph No. 3
Distribution Among Salary Ranges
Legislative Branch

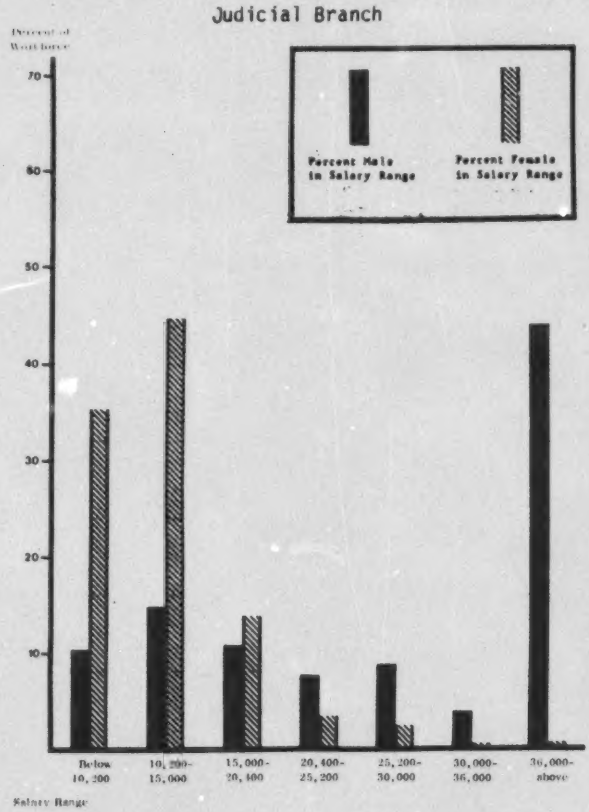


While the majority of women who worked in the Legislative Branch of government made less than $20,400 per year, 11.5 percent of women workers (13) made above $30,000 per year--the highest percentage of women above $30,000 per year in any cabinet or branch of state government. As of November 1982, 63.7 percent of women state workers made $20,400 or less per year, with 36.1 percent of all male workers in the Legislative Branch earning at that level or below. The largest percentage of women in the Legislative Branch--33.6 percent--earned between $15,000 and $20,400 per year.

The upgrading of women has occurred faster among full-time employees in the Legislative Branch, who are not under the state merit system, than in other areas of state government.

Judicial Branch

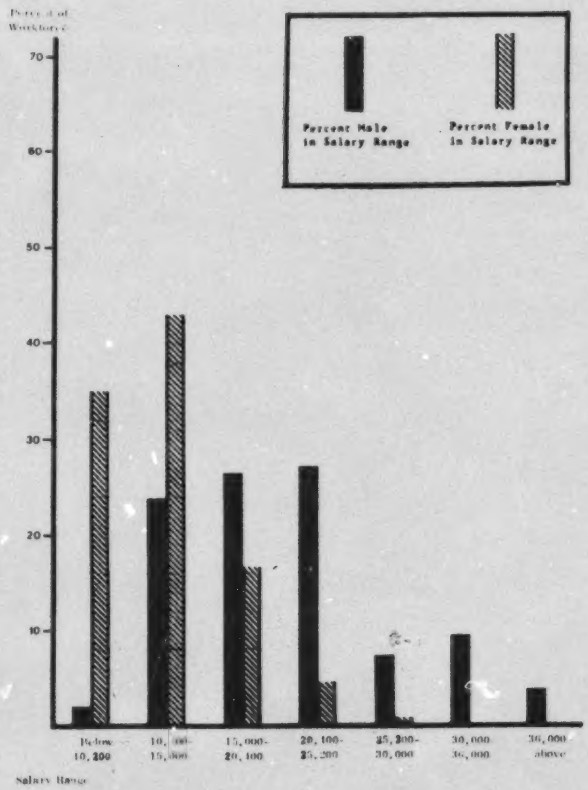
Graph No. 4
Distribution Among Salary Ranges
Judicial Branch



Very few women made over $20,400 in the Judicial Branch while the largest group of men made over $36,000, as of November 1982. Almost 94 percent of female Judicial Branch workers made under $20,400, but in contrast, 44.1 percent of the male workers made over $36,000 per year. No other cabinet or branch of government had such a high concentration of men at the highest pay level. The high concentration of women at the low end was also one of the worst in state government. A higher percentage of men than women worked in pay levels above $20,400 and women were almost non-existent at $30,000 and above.

The fact that the Judicial Branch included the elected judges around the state--most of which are men--explains the high concentration of men at high pay levels, but a top heavy male-dominated executive category was also a factor in this concentration.

Graph No. 5
Distribution Among Salary Ranges
Revenue Cabinet



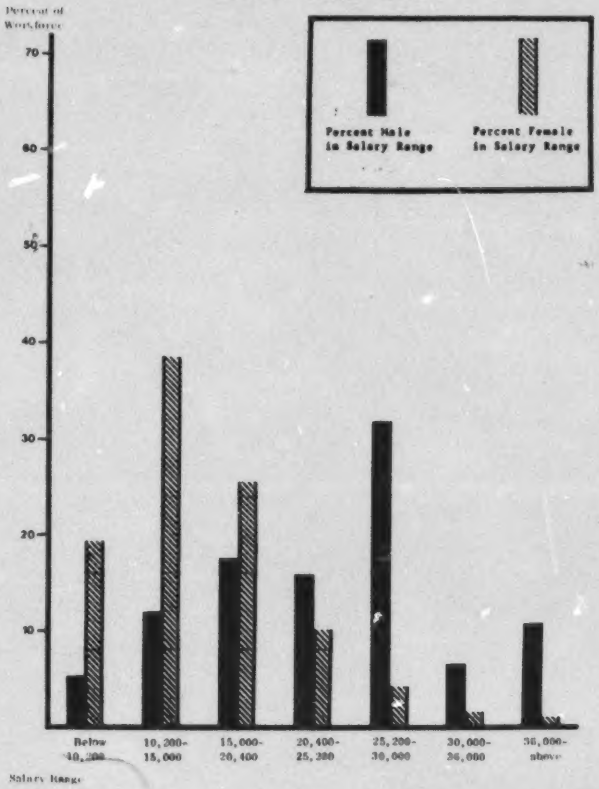
Revenue Cabinet

Women workers in the Revenue Cabinet were also severely concentrated in low salary levels with 94.9 percent of the female workforce in Revenue earning less than $20,400 per year. In contrast, only 52.4 percent of the male workforce in Revenue earned less than $20,400 per year as of November 1982. Women were almost non-existent above the $20,400 level, with only 4.4 percent earning $20,400 to 25,200 and only 0.7 percent earning between $25,200 and $30,000. On the other hand, 47.6 percent of the male workers in Revenue made more than $20,400 as of November 1982.

The Department of Processing and Enforcement's salaries clearly illustrated the disparity. Only 4.5 percent of the female staff earned over $20,400, while 41.9 percent of the male staff earned above the $20,400 mark. The difference was even more dramatic in the Department of Professional and Support Service where 65.0 percent of the male workers made over $20,400 per year and only 9.4 percent of the women were paid $20,400 or more per year. In the Department of Property Taxation, all of the women made less than $20,400 per year. In contrast, 63.7 percent of the men made over $20,400 per year as of November 1982.

General Government

Graph No. 6
Distribution Among Salary Ranges
General Government



Slightly less than 40 percent of the female workforce in General Government earned between $10,200 and $15,000 per year, whereas slightly more than 30 percent of the male workers made between $25,200 and 30,000 per year. As in most of state government, women were concentrated in low paying jobs with 83.4 percent of the female workforce earning less than $20,400 per year. Also, 49.4 percent of the male workers in General Government made more than $25,000 per year as of November 1982, but only 5.6 percent of women workers made over $25,200 per year.

Within General Government, women in 25 agencies were concentrated in jobs where they earned less than $20,400 per year. In over half of those 25, all the women made less than $20,400. Those 25 agencies included: Auditor of Public Accounts, Board of Elections, Council on Higher Education, Department of Personnel, Department of Treasury, Kentucky Higher Education Assistance Authority, Kentucky Retirement Systems, Local Disaster and Emergency Services, Personnel Board, Secretary of the Cabinet, Secretary of State, and Unified Prosecutorial System.

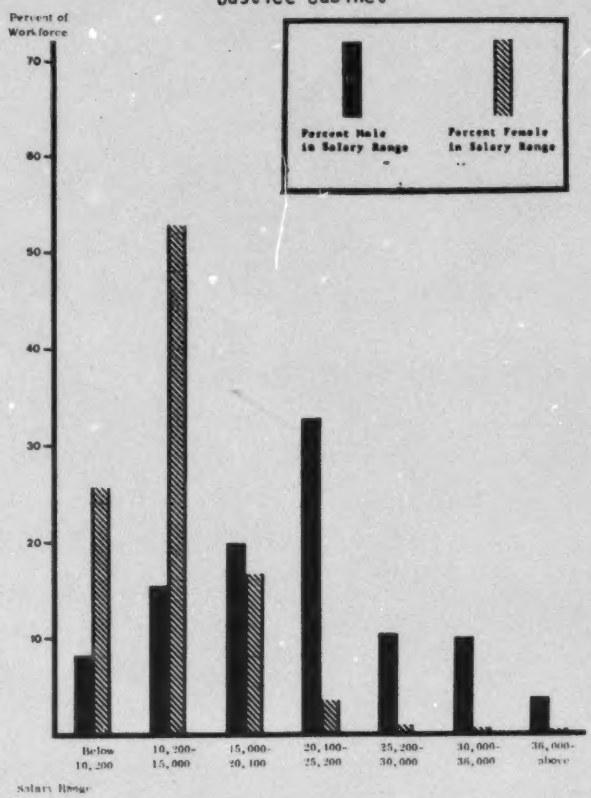
Local Disaster and Emergency Services was the only major General Government agency to have at least 80 percent of male workers earning below $20,400.

Thirteen state agencies were paying at least 50 percent of their male workforce over $25,200 per year: Board of Elections, Council on Higher Education, Kentucky Retirement Systems, Office of the Governor, Office of Program Administration, Personnel Board, Secretary of the Cabinet, and Unified Prosecutorial System.

Other agencies that had significant salary level disparities included the Attorney General, where 38.5 percent of males made over $25,200 as compared to only 4.3 percent of females; Department of Local Government, where 47.4 percent men and only 13.3 percent women made over $25,200 per year; and Department of Personnel, with 40 percent men over the $25,200 per year mark and 6.0 percent women at $25,200 and above.

Justice Cabinet

Graph No. 7
Distribution Among Salary Ranges
Justice Cabinet



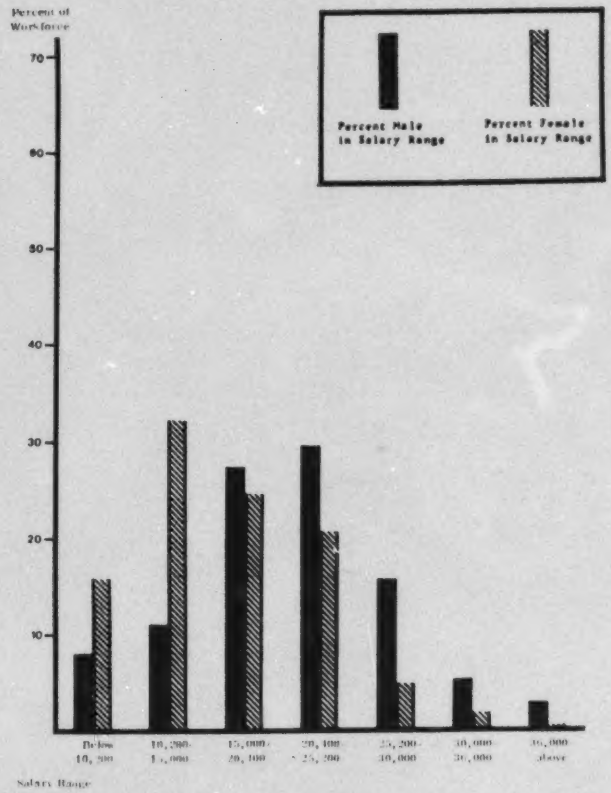
The Justice Cabinet had the highest percentage of women concentrated in jobs with salaries below $20,400 per year of any cabinet or branch of state government, with 95.2 percent of the Cabinet's female workforce earning below $20,400 per year as of November 1982. Only 43.2 percent of the male workforce earned $20,400 per year or below. More than 78 percent of women workers made less than $15,000 per year. In contrast, 56.9 percent of the male workforce earning $20,400 or more per year, with 32.8 percent of men in the Justice Cabinet making between $20,400 and $25,200 per year. Only 1.4 percent of the women in Justice earned more than $25,200 as of November 1982.

So extreme was the concentration in the Justice Cabinet that in three agencies--Office of the Secretary, Office of Administration, and Department of Training--more than 40 percent of the male staffs earned $30,000 or more a year, while in all five justice agencies, over 65 percent of the female staffs earned less than $20,400 a year. In the Office of the Secretary, Department of Military Affairs, Department of State Police, and Department of Training, over 75 percent of women workers earned less than $15,000 a year.

In the Department of State Police and the Department of Military Affairs, the concentration of men was not at the highest pay levels, but rather, in the middle pay levels for State Police and the low pay levels for Military Affairs. In both agencies' cases, however, women were more heavily concentrated in lower levels than men.

Education and Humanities Cabinet

Graph No. 8
Distribution Among Salary Ranges
Education and Humanities Cabinet



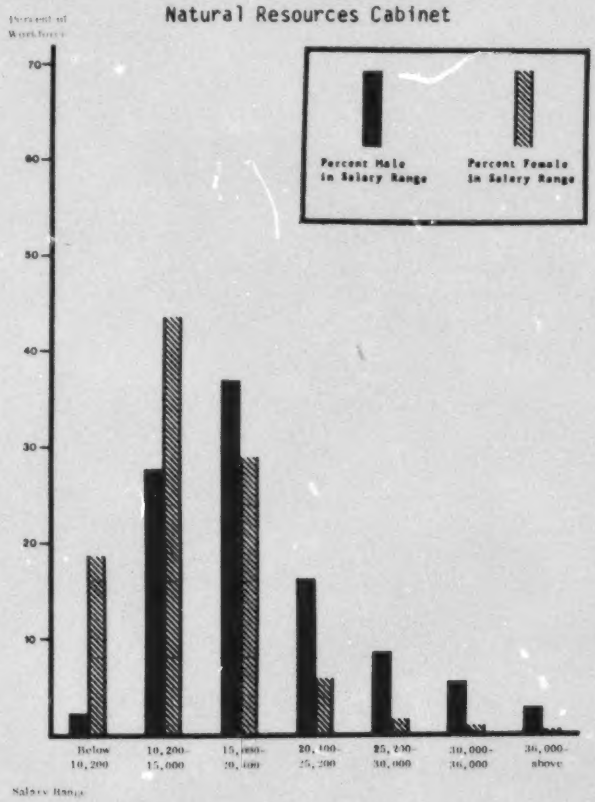
Half of the women workers in the Education and Humanities Cabinet worked in mid-level paying jobs ($15,000-$30,000), for one of the highest percentages of women workers at that level in state government. In spite of the high level of women in mid-level jobs, a higher percentage of men held middle and high paying jobs than women, and a higher level of women held lower paying jobs than men. The jobs in the $10,200-$15,000 pay range had 32.1 percent of the cabinet's female workforce--the highest percentage range for women. The highest percentage of male workers was in the $20,500-25,000 level, where 29.5 percent of the male workforce worked.

In the Department of Education, Department for Libraries and Archives, Kentucky Educational Television, Teacher's Retirement System, Kentucky Commission on Human Rights and Kentucky Heritage Council, the percentage of the female workforce in the $20,400-$25,200 pay range was over 13 percent, which illustrated the level of women working in the mid-level paying jobs. In most other agencies, women held less than 10 percent of the $20,400-$25,200 level jobs. However, in the Department for the Blind, Kentucky Educational Television, Teacher's Retirement System, and Kentucky Commission on Human Rights men were earning salaries above $36,000 per year while women were not.

Despite a greater level of women in mid-level paying jobs, women were still more concentrated at lower paying jobs than in mid-level paying jobs, while men generally were concentrated in the middle salary ranges. The Department of Education was a clear example in that 92.7 percent of the female staff earned less than $25,200, while 74.8 percent of the male staff earned between $15,000-$30,000 per year as of November 1982.

Natural Resources Cabinet

Graph No. 9
Distribution Among Salary Ranges
Natural Resources Cabinet

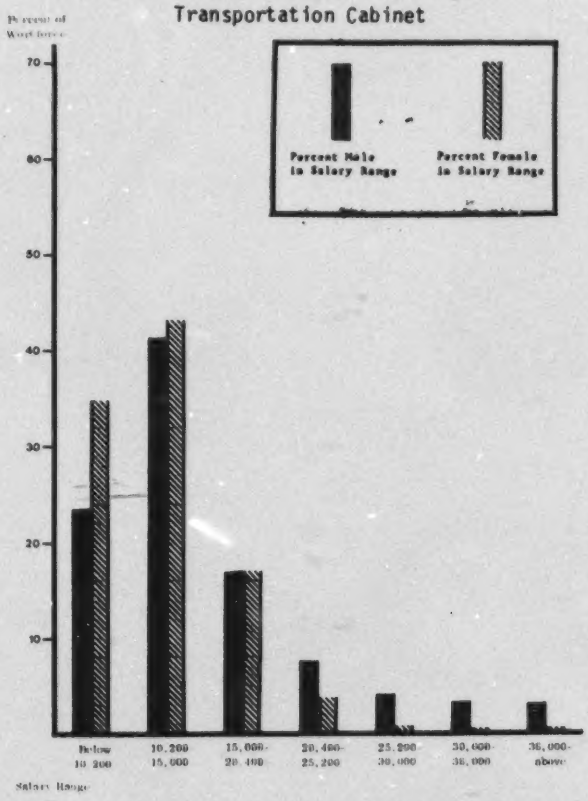


More than 90 percent of the women working in the Natural Resources and Environmental Protection Cabinet made less than $20,400 per year as of November 1982. That compares to 67 percent of their male counterparts in the same salary range. Less than 3.0 percent of the female workforce made above $25,200 or more a year, while almost 17 percent of the male workforce made above $25,200. The majority of the cabinet's workers made less than $20,400, but a larger share of the low paying jobs were held by women and most of the high paying jobs were held by men with only a scattering of women.

The Department of Natural Resources and the Department of Surface Mining Reclamation and Enforcement illustrated the heavy concentration of women at the lowest paying jobs. In Natural Resources, only 4.7 percent of the male workforce made less than $10,200 per year, while 22.9 percent of female employees did. Likewise, no men in Surface Mining made $10,200 or less, while 30.0 percent of the women did as of November 1982.

No agency in the Natural Resources and Environmental Protection Cabinet, except for the Office of the Secretary, had women at the highest paying level while the Office of General Counsel, Department of Environmental Protection, Department of Natural Resources, and the Department of Surface Mining Reclamation and Enforcement had men at the high level.

Graph No. 10
Distribution Among Salary Ranges
Transportation Cabinet



Transportation Cabinet

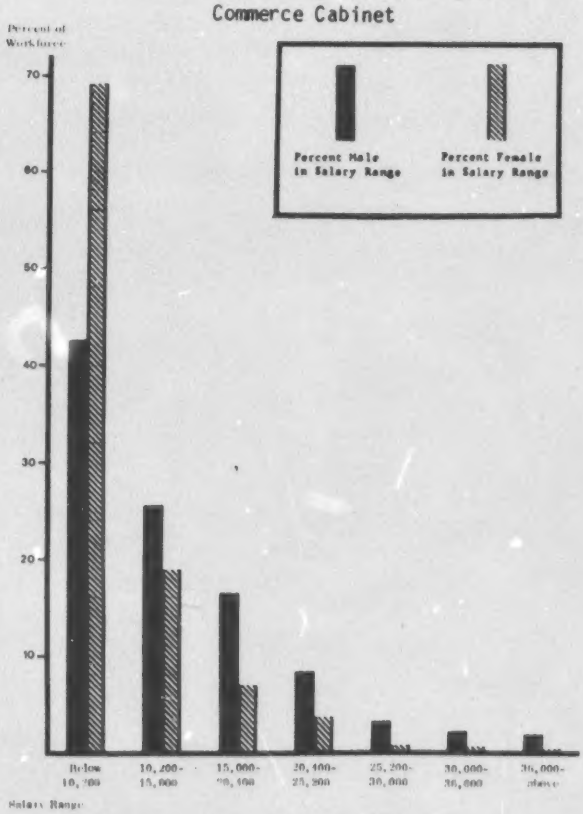
Male and female workers in the Transportation Cabinet were distributed in roughly the same proportion in jobs that paid between $10,200 and $20,400 as of November 1982. A higher percentage of women--34.9 percent--were earning $10,200 or less than men--23.6 percent. Just slightly more than 10 percent of the male workforce made more than $25,200 but only 1.2 percent of female workers were earning at that level.

In the three major departments in the Transportation Cabinet--Department of Financial and Legal Affairs, Department of Highways, and Department of Vehicle Regulation--at least 90 percent of the female workforce was compacted in salary levels below $20,400 per year. The Office of the Secretary was the only exception to this pattern with five of the office's 14 women earning $20,400-$25,200 per year.

In the Department of Financial and Legal Affairs, Department of Highways, and Department of Vehicle Regulation, the entire workforce was in the lower salary levels, but men had a significantly wider salary range than women. In the Department of Financial and Legal Affairs, 27.3 percent of the men made less than $20,400 as compared to 89.6 percent of the women. In the Department of Highways, 84.5 percent of the men, as compared to 96.0 percent of the women, made $20,400 or less. In Vehicle Regulation, 77.4 percent of the men fell below the $20,400 mark while 97.5 percent of the women made those low salaries.

Commerce Cabinet

Graph No. 11
Distribution Among Salary Ranges
Commerce Cabinet



The Commerce Cabinet had the largest percentage of workers earning below $10,200 of any cabinet or branch of state government, but the percentage of women at that level (69.1) greatly overshadowed the percentage of men at that level (42.7). As of November 1982, 95.1 percent of the female workforce in Commerce earned less than $20,400, while 84.9 percent of the male workforce earned at those low levels. In the higher pay levels, 7.2 percent of the male workforce earned more than $25,200 a year while only 1.3 percent of the female workforce made $25,200 or more.

In the Department of Parks, 83.2 percent of women workers made less than $10,200 per year as of November 1982--the highest percentage of women in the lowest paying jobs in the Commerce Cabinet. In contrast, 62.8 percent of the men erployees earned at that lowest level.

The Kentucky Horse Park had the second highest level of women earning less than $10,200 a year with 80.6 percent of the female workforce at that level. Only 59.6 percent of the male staff earned $10,200 or below.

There was relative parity in the lowest paying jobs at the Kentucky State Fair Board with 53.6 percent of women and 53.5 percent of the men working for $10,200 per year or less.

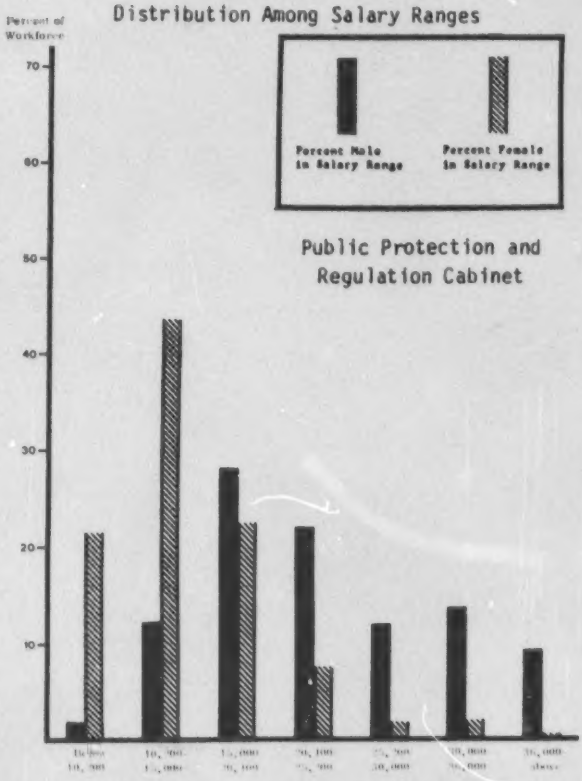
The Department of Arts was the only agency in Commerce that had women in higher paying jobs than men--9.0 percent of the female workforce made $30,000 or more, and no men at those same levels. No men in Arts made more than $25,200 per year as of November 1982.

In contrast, the Department of Economic Development had a large percentage of men at high pay levels, with 36.5 percent of the male workforce (19 of 52) earning above $25,200, and few women at those same levels with 8.2 percent of the female staff (7 of 86) making $25,200 and above.

Public Protection and Regulation Cabinet

The contrast in the salaries of male and female workers in the Public Protection and Regulation Cabinet is as graphic as any in state government with 57.6 percent of the male workforce earning over $20,400 a year and 8[illegible].2 percent of the female work force making less than $20,400 a year as of November 1, 1982. The level of men workers at high pay

Graph No. 12
Distribution Among Salary Ranges



levels is strikingly different to the level of women at the same level as 35.4 percent of the male workforce earned over $25,200 and only 4.2 percent of the female workforce earned at that level. The lack of male workers in the low paying jobs is also telling. Only 14.2 percent of the male workforce in Public Protection and Regulation made less than $15,000 per year while 65.4 percent of the female workforce earned at that low level.

The Kentucky Harness Racing Commission had the highest level of men making over $30,000 per year in the Public Protection and Regulation Cabinet with 80.0 percent of the male workforce earning at that level as of November 1982. No women made $30,000 or above.

The largest number of men making over $30,000 per year was in the Department of Mines and Minerals where 68.4 percent of men workers (67 of 131) made $30,000 or above as compared to only 2.2 percent of the female workforce (1 of 45). In drastic contrast, 86.6 percent of women workers (39) in Mines and Minerals made less than $15,000 per year for the biggest sex disparity in pay levels among the major departments of state government.

The Office of the Secretary had 66.7 percent of its male workforce earning above $30,000 a year as of November 1, 1982, and no women at that level. The majority of the women, 66.7 percent, made less than $20,400 per year.

In the Public Service Commission, 26.6 percent of the male workforce and only 5.2 percent of the female workforce made more than $30,000 a year. Again, most of the women working for the Public Service Commission--82.1 percent--made less than $20,400 per year as of November 1982.

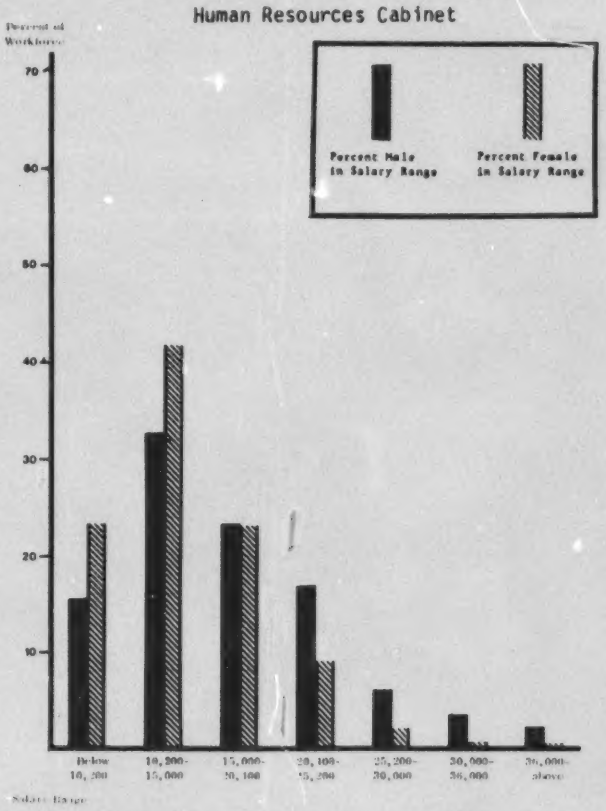
Slightly over 25 percent of men working for the Kentucky State Racing Commission were above the $30,000 pay level as of November 1982. No women earned $30,000 or more, but instead, all the women in the agency made less than $20,400 a year.

The Department of Insurance had 21.7 percent of the male staff making more than $30,000 a year and only 2.3 percent of the female workers at that level as of November 1982. Over 90 percent of the female workforce made less than $20,400 per year. A majority of the female staff--65.9 percent--made less than $15,000 a year.

Other departments in the Public Protection and Regulation Cabinet that had a significant level of the male workforce making more than $30,000 and an extremely high level of women earning at the lowest level included the Department of Banking and Securities, Department of Labor, Department of Alcoholic Beverage Control, Office of Public Advocacy, and Department of Housing, Building, and Construction.

Human Resources Cabinet

Graph No. 13
Distribution Among Salary Ranges
Human Resources Cabinet



Equal levels of male and female workers in Human Resources earned between $15,000 and $20,400 a year, but larger proportions of women earned less than that while greater proportions of men than women made more than that. As of November 1982, 65.2 percent of the women workers in Human Resources made less than $15,000 while 48.3 percent of the men workers earned at that level. In the higher pay levels, 11.6 percent of the male workforce earned more than $25,200 a year while only 2.7 percent of the female workforce made over $25,200 per year as of November 1982.

Most agencies in the Human Resources Cabinet had a relatively small disparity in the level of men and women in high paying jobs, but there were some notable exceptions.

The Office of the Secretary had 57.1 percent of its male workforce earning over $30,000 a year while only 2.9 percent of the women had $30,000 or more a year jobs as of November 1982.

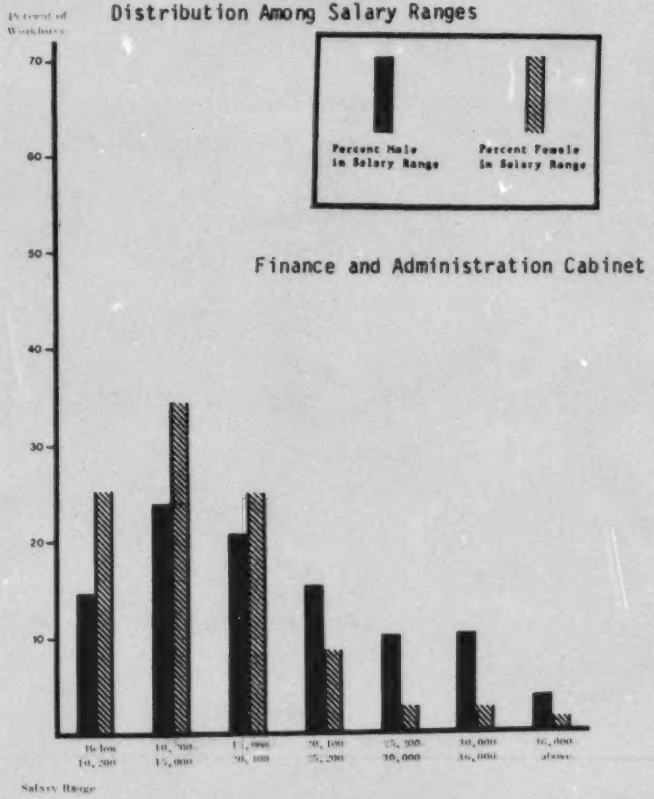
The Office of Policy and Budget and the Office of General Counsel both had over 35 percent of the male staff above $30,000 and no women at that level.

On the other hand, in the Office of Communications and Council Affairs, 12.5 percent of the female staff earned over $30,000 a year, but no men made more than $15,000 a year as of November 1982.

Finance and Administration Cabinet

The concentration of women employees at low paying jobs and the significant percentage of men at high levels was characteristic of state government overall and the Finance and Administration Cabinet was no different. Almost 85 percent of the female workforce earned below $20,400 while 60.5 percent of the male workforce earned more than $20,400. In the higher paying groups, 24.3 percent of the male workers made more than $25,200, while only 3.7 percent of the women employees made $25,200 or more per year, as of November 1982.

Graph No. 14
Distribution Among Salary Ranges



The disparity in the Department for Information Systems is particularly significant in that 24.9 percent of the male workforce made more than $30,000 a year and only 4.6 percent of the women employees made that much money as of November 1982.

The Office of Policy Management and the Office of Governmental Services Center had wide disparities at high paying levels in that nearly 50 percent of male employees made more than $30,000 a year and only approximately 15 percent of female employees had high paying jobs.

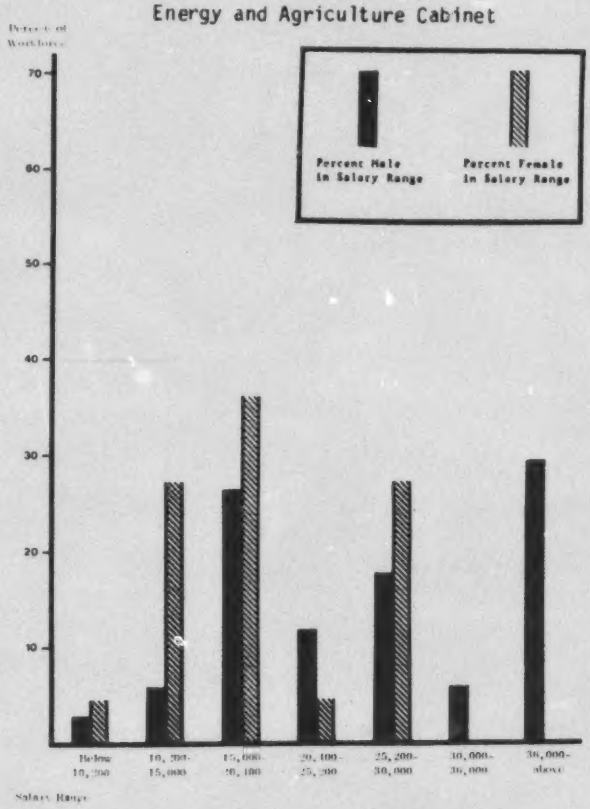
The only male employee of the Commonwealth Credit Union earned over $30,000 a year and all the women workers made less than $15,000 a year, as of November 1982.

Other agencies that concentrated women in jobs earning less than $15,000 per year with no or very few men in the same pay level were: Office of the Secretary, Office for Policy Management, and Department for Information Systems.

Two other Finance agencies that had a disparity in low pay levels between men and women--even though the majority of their workforce worked at those levels--were the Department for Administration and Department for Facilities Management.

Energy and Agriculture Cabinet

Graph No. 15
Distribution Among Salary Ranges
Energy and Agriculture Cabinet

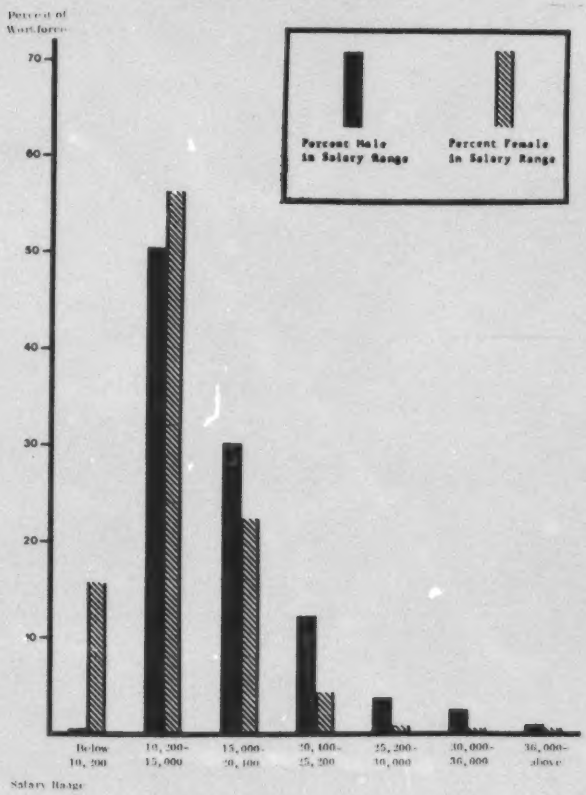


More than 35 percent of men in the Energy and Agriculture Cabinet earned above $30,000 a year, while no women made $30,000 a year, as of November 1982. The majority of the female workers, 68.2 percent, made less than $20,400 per year, while 35.3 percent of the male staff made $20,400 or less per year. However, a higher percentage of women worked in the $25,200-$30,000 a year category than men, which was atypical of state government. Slightly more than 27 percent of the female workforce earned between $25,200 and $30,000 a year while only 17.6 percent of the male workforce made that amount.

The agencies in the Cabinet that contributed significantly to this aberration from the norm were the Office of the Secretary, where the only women employed earned between $25,200-$30,000; Office of Administration had two-thirds of its female employees at that level; and the Department of Energy Research and Development had 40.0 percent of the women workforce earning between $25,200-$30,000 as of November 1982.

Corrections Cabinet

Graph No. 16
Distribution Among Salary Ranges
Corrections Cabinet



A majority of both male and female workers in the Corrections Cabinet earned between $10,200 and $15,000 a year as of November 1982, but a larger majority were women with 56.1 percent of the female workforce in that pay level. While only 0.3 percent of the men in Corrections earned less than $10,200 per year, 15.6 percent of the women did. In the next two levels, $15,000-$25,000, 42.2 percent of workers were men and 26.5 percent of the workers were women. Only 1.7 percent of the women earned above $25,200 while 7.2 percent of the men made more than $25,200 a year as of November 1982.

The Department of Adult Correctional Institutions mirrored the Cabinet in that the majority of the employees earned less than $15,000 a year--78.8 percent of the women and only 58.2 percent of the men. In the highest levels, 5.0 percent of the men earned more than $25,200 per year while only 0.3 percent of the women earned at that level.

Other Corrections agencies where there was a heavy concentration of women in the low salary ranges as compared to men were: Office of Administrative Services, Office of Community Services, and Office of Correctional Training.

TABLE K

Distribution of State Employees
By Sex and Salary Level
November 1, 1982

Name of Department		Total	Male	Female	% Female of Total Females in Agency
Legislative Research Commission					
	Below 10,200	5	2	3	2.7
	10,200-15,000	43	12	31	27.4
	15,000-20,400	55	17	38	33.6
	20,400-25,200	37	14	23	20.4
	25,200-30,000	22	17	5	4.4
	30,000-36,000	14	10	4	3.5
	36,000-above	23	14	9	8.0
JUDICIAL BRANCH					
Judiciary					
	Below 10,200	557	55	502	35.2
	10,200-15,000	716	79	637	44.7
	15,000-20,400	256	58	198	13.9
	20,400-25,200	85	40	45	3.2
	25,200-30,000	80	46	34	2.4
	30,000-36,000	25	21	4	0.3
	36,000-above	241	236	5	0.4
Judicial Form Retirement System					
	Below 10,200	1	0	1	50.0
	10,200-15,000	0	0	0	0.0
	15,000-20,400	1	0	1	50.0
	20,400-25,200	0	0	0	0.0
	25,200-30,000	0	0	0	0.0
	30,000-36,000	0	0	0	0.0
	36,000-above	0	0	0	0.0
REVENUE CABINET					
Office of the Secretary					
	Below 10,200	0	0	0	0.0
	10,200-15,000	1	0	1	50.0
	15,000-20,400	1	0	1	50.0
	20,400-25,200	0	0	0	0.0
	25,200-30,000	0	0	0	0.0
	30,000-36,000	0	0	0	0.0
	36,000-above	2	2	0	0.0
Office of PVA's					
	Below 10,200	0	0	0	0.0
	10,200-15,000	1	0	1	100.0
	15,000-20,400	0	0	0	0.0
	20,400-25,200	0	0	0	0.0
	25,200-30,000	1	1	0	0.0
	30,000-36,000	0	0	0	0.0
	36,000-above	0	0	0	0.0
Office of Revenue Estimating and Economic Analysis					
	Below 10,200	3	1	2	40.0
	10,200-15,000	2	0	2	40.0
	15,000-20,400	0	0	0	0.0
	20,400-25,200	1	1	0	0.0
	25,200-30,000	2	1	1	20.0
	30,000-36,000	0	0	0	0.0
	36,000-above	1	1	0	0.0

TABLE K (Cont'd)

Name of Department	Total	Male	Female	% Female of Total Females in Agency
Department of Property Taxation				
Below 10,200	2	0	2	10.0
10,200-15,000	18	5	13	65.0
15,000-20,400	12	7	5	25.0
20,400-25,200	12	12	0	0.0
25,200-30,000	2	2	0	0.0
30,000-36,000	6	6	0	0.0
36,000-above	1	1	0	0.0
Dept. of Processing & Enforcement				
Below 10,200	148	3	145	38.6
10,200-15,000	231	75	156	41.5
15,000-20,400	137	79	58	15.4
20,400-25,200	85	70	15	4.0
25,200-30,000	20	18	2	0.5
30,000-36,000	21	21	0	0.0
36,000-above	5	5	0	0.0
Dept. of Protessional & Support Serv.				
Below 10,200	14	3	11	20.8
10,200-15,000	29	4	25	47.2
15,000-20,400	19	7	12	22.6
20,400-25,200	17	12	5	9.4
25,200-30,000	4	4	0	0.0
30,000-36,000	6	6	0	0.0
36,000-above	4	4	0	0.0
GENERAL GOVERNMENT				
Attorney General				
Below 10,200	8	2	6	6.4
10,200-15,000	38	10	28	29.8
15,000-20,400	57	20	37	39.4
20,400-25,200	38	19	19	20.2
25,200-30,000	13	9	4	4.3
30,000-36,000	4	4	0	0.0
36,000-above	19	19	0	0.0
Auditor of Public Accounts				
Below 10,200	2	0	2	5.9
10,200-15,000	18	5	13	38.2
15,000-20,400	30	16	14	41.2
20,400-25,200	22	18	4	11.8
25,200-30,000	6	6	0	0.0
30,000-36,000	8	7	1	2.9
36,000-above	4	4	0	0.0
Board of Elections				
Below 10,200	2	1	1	10.0
10,200-15,000	4	0	4	40.0
15,000-20,400	4	0	4	40.0
20,400-25,200	1	0	1	10.0
25,200-30,000	2	2	0	0.0
30,000-36,000	0	0	0	0.0
36,000-above	0	0	0	0.0

TABLE K (Cont'd)

Name of Department	Total	Male	Female	% Female of Total Females in Agency
Council on Higher Education				
Below 10,200	2	2	0	0.0
10,200-15,000	7	0	7	28.0
15,000-20,400	14	1	13	52.0
20,400-25,200	3	2	1	4.0
25,200-30,000	5	2	3	12.0
30,000-36,000	5	4	1	4.0
36,000-above	9	9	0	0.0
Department of Local Government				
Below 10,200	0	0	0	0.0
10,200-15,000	11	3	8	53.3
15,000-20,400	5	1	4	26.7
20,400-25,200	7	6	1	6.7
25,200-30,000	7	5	2	13.3
30,000-36,000	3	3	0	0.0
36,000-above	1	1	0	0.0
Department of Personnel				
Below 10,200	24	2	22	25.9
10,200-15,000	34	4	30	35.3
15,000-20,400	23	4	19	22.4
20,400-25,200	14	5	9	10.6
25,200-30,000	8	6	2	2.4
30,000-36,000	4	2	2	2.4
36,000-above	3	2	1	1.2
Department of Treasury				
Below 10,200	5	1	4	14.8
10,200-15,000	13	3	10	37.0
15,000-20,400	13	4	9	33.3
20,400-25,200	4	3	1	3.7
25,200-30,000	2	0	2	7.4
30,000-36,000	2	1	1	3.7
36,000-above	2	2	0	0.0
Ky. Higher Education Assistance Auth.				
Below 10,200	12	1	11	29.7
10,200-15,000	19	2	17	45.9
15,000-20,400	10	4	6	16.2
20,400-25,200	5	4	1	2.7
25,200-30,000	2	1	1	2.7
30,000-36,000	3	2	1	2.7
36,000-above	2	2	0	0.0
Kentucky Retirement Systems				
Below 10,200	7	0	7	26.9
10,200-15,000	12	1	11	42.3
15,000-20,400	7	2	5	19.2
20,400-25,200	2	1	1	3.8
25,200-30,000	4	2	2	7.7
30,000-36,000	1	1	0	0.0
36,000-above	1	1	0	0.0

TABLE K (Cont'd)

Name of Department	Total	Male	Female	% Female of Total Females in Agency
Local Disaster & Emergency Services				
Below 10,200	16	8	8	80.0
10,200-15,000	3	1	2	20.0
15,000-20,400	2	2	0	0.0
20,400-25,200	0	0	0	0.0
25,200-30,000	1	1	0	0.0
30,000-36,000	0	0	0	0.0
36,000-above	0	0	0	0.0
Office of the Governor				
Below 10,200	1	1	0	0.0
10,200-15,000	10	1	9	37.5
15,000-20,400	6	0	6	25.0
20,400-25,200	4	0	4	16.7
25,200-30,000	3	1	2	8.3
30,000-36,000	3	1	2	8.3
36,000-above	5	4	1	4.2
Office of the Lieutenant Governor				
Below 10,200	0	0	0	0.0
10,200-15,000	2	0	2	22.2
15,000-20,400	4	0	4	44.4
20,400-25,200	5	3	2	22.2
25,200-30,000	0	0	0	0.0
30,000-36,000	1	1	0	0.0
36,000-above	1	0	1	11.1
Office of Program Administration				
Below 10,200	1	0	1	20.0
10,200-15,000	1	0	1	20.0
15,000-20,400	1	0	1	20.0
20,400-25,200	1	0	1	20.0
25,200-30,000	1	1	0	0.0
30,000-36,000	0	0	0	0.0
36,000-above	2	1	1	20.0
Personnel Board				
Below 10,200	0	0	0	0.0
10,200-15,000	1	0	1	33.3
15,000-20,400	2	0	2	66.7
20,400-25,200	0	0	0	0.0
25,200-30,000	0	0	0	0.0
30,000-36,000	1	1	0	0.0
36,000-above	0	0	0	0.0
Secretary of the Cabinet				
Below 10,200	0	0	0	0.0
10,200-15,000	0	0	0	0.0
15,000-20,400	1	0	1	100.0
20,400-25,200	0	0	0	0.0
25,200-30,000	0	0	0	0.0
30,000-36,000	0	0	0	0.0
36,000-above	1	1	0	0.0

TABLE K (Cont'd)

Name of Department	Total	Male	Female	% Female of Total Females in Agency
Secretary of State				
Below 10,200	9	0	9	29.0
10,200-15,000	14	0	14	45.2
15,000-20,400	7	2	5	16.1
20,400-25,200	0	0	0	0.0
25,200-30,000	2	0	2	6.5
30,000-36,000	1	1	0	0.0
36,000-above	1	0	1	3.2
Unitied Prosecutorial System				
Below 10,200	26	6	20	23.5
10,200-15,000	78	34	44	51.8
15,000-20,400	50	37	13	15.3
20,400-25,200	27	21	6	7.1
25,200-30,000	136	134	2	2.4
30,000-36,000	7	7	0	0.0
36,000-above	11	11	0	0.0
JUSTICE CABINET				
Office of the Secretary				
Below 10,200	25	2	23	27.7
10,200-15,000	47	1	46	55.4
15,000-20,400	13	5	8	9.6
20,400-25,200	5	1	4	4.8
25,200-30,000	1	0	1	1.2
30,000-36,000	2	11	1	1.2
36,000-above	2	2	0	0.0
Office of Administration				
Below 10,200	1	1	0	0.0
10,200-15,000	5	1	4	33.3
15,000-20,400	7	3	4	33.3
20,400-25,200	5	3	2	16.7
25,200-30,000	1	1	0	0.0
30,000-36,000	4	3	1	8.3
36,000-above	5	4	1	8.3
Department of Military Affairs				
Below 10,200	85	59	26	42.6
10,200-15,000	66	40	26	42.6
15,000-20,400	31	23	8	13.1
20,400-25,200	20	19	1	1.6
25,200-30,000	3	3	0	0.0
30,000-36,000	9	9	0	0.0
36,000-above	1	1	0	0.0
Department of State Police				
Below 10,200	135	59	76	23.7
10,200-15,000	363	189	174	54.2
15,000-20,400	322	263	59	18.4
20,400-25,200	469	459	10	3.1
25,200-30,000	147	145	2	0.6
30,000-36,000	125	125	0	0.0
36,000-above	48	48	0	0.0

TABLE K (Cont'd)

Name of Department	Total	Male	Female	% Female of Total Females in Agency
Department of Training				
Below 10,200	3	0	3	15.0
10,200-15,000	13	0	13	65.0
15,000-20,400	3	0	3	15.0
20,400-25,200	8	8	0	0.0
25,200-30,000	6	5	1	5.0
30,000-36,000	11	11	0	0.0
36,000-above	2	2	0	0.0
EDUCATION AND HUMANITIES CABINET				
Department for the Blind				
Below 10,200	22	12	10	14.1
10,200-15,000	55	21	34	47.9
15,000-20,400	33	11	22	31.0
20,400-25,200	10	6	4	5.6
25,200-30,000	5	4	1	1.4
30,000-36,000	2	2	0	0.0
36,000-above	2	2	0	0.0
Department of Education				
Below 10,200	388	126	262	15.8
10,200-15,000	646	148	498	30.0
15,000-20,400	840	431	409	24.7
20,400-25,200	888	519	369	22.2
25,200-30,000	358	271	87	5.2
30,000-36,000	124	93	31	1.9
36,000-above	45	42	3	0.2
Department for Libraries and Archives				
Below 10,200	25	2	23	20.5
10,200-15,000	56	9	47	42.0
15,000-20,400	36	15	21	18.8
20,400-25,200	26	8	18	16.1
25,200-30,000	6	3	3	2.7
30,000-36,000	1	1	0	0.0
36,000-above	0	0	0	0.0
Kentucky Educational Television				
Below 10,200	3	1	2	5.9
10,200-15,000	31	16	15	44.1
15,000-20,400	62	54	8	23.5
20,400-25,200	25	18	7	20.6
25,200-30,000	19	18	1	2.9
30,000-36,000	3	2	1	2.9
36,000-above	3	3	0	0.0
Kentucky Historical Society				
Below 10,200	13	4	9	27.3
10,200-15,000	20	5	15	45.5
15,000-20,400	10	2	8	24.2
20,400-25,200	3	2	1	3.0
25,200-30,000	1	1	0	0.0
30,000-36,000	1	1	0	0.0
36,000-above	0	0	0	0.0

TABLE K (Cont'd)

Name of Department	Total	Male	Female	% Female of Total Females in Agency
Teacher's Retirement System				
Below 10,200	8	2	6	28.6
10,200-15,000	5	0	5	23.8
15,000-20,400	5	0	5	23.8
20,400-25,200	5	1	4	19.0
25,200-30,000	2	1	1	4.8
30,000-36,000	2	2	0	0.0
36,000-above	3	3	0	0.0
Kentucky Commission on Human Rights				
Below 10,200	0	0	0	0.0
10,200-15,000	16	5	11	50.0
15,000-20,400	8	2	6	27.3
20,400-25,200	4	1	3	13.6
25,200-30,000	2	1	1	4.5
30,000-36,000	2	1	1	4.5
36,000-above	3	3	0	0.0
Kentucky Commission on Women				
Below 10,200	0	0	0	0.0
10,200-15,000	1	0	1	25.0
15,000-20,400	0	0	0	0.0
20,400-25,200	2	0	2	50.0
25,200-30,000	0	0	0	0.0
30,000-36,000	1	0	1	25.0
36,000-above	0	0	0	0.0
Kentucky Heritage Council				
Below 10,200	0	0	0	0.0
10,200-15,000	7	3	4	80.0
15,000-20,400	3	3	0	0.0
20,400-25,200	3	2	1	20.0
25,200-30,000	0	0	0	0.0
30,000-36,000	0	0	0	0.0
36,000-above	0	0	0	0.0
CABINET FOR NATURAL RESOURCES AND ENVIRONMENTAL PROTECTION				
Office of the Secretary				
Below 10,200	11	2	9	18.8
10,200-15,000	23	3	20	41.7
15,000-20,400	17	3	14	29.2
20,400-25,200	9	6	3	6.3
25,200-30,000	2	1	1	2.1
30,000-36,000	1	1	0	0.0
36,000-above	3	2	1	2.1
Office of Administration				
Below 10,200	0	0	0	0.0
10,200-15,000	0	0	0	0.0
15,000-20,400	0	0	0	0.0
20,400-25,200	0	0	0	0.0
25,200-30,000	1	1	0	0.0
30,000-36,000	0	0	0	0.0
36,000-above	0	0	0	0.0

TABLE K (Cont'd)

Name of Department	Total	Male	Female	% Female of Total Females in Agency
Office of Communications & Community Affairs				
Below 10,200	0	0	0	0.0
10,200-15,000	3	1	2	40.0
15,000-20,400	3	0	3	60.0
20,400-25,200	0	0	0	0.0
25,200-30,000	1	1	0	0.0
30,000-36,000	0	0	0	0.0
36,000-above	0	0	0	0.0
Office of General Counsel				
Below 10,200	0	0	0	0.0
10,200-15,000	9	3	6	40.0
15,000-20,400	4	0	4	26.7
20,400-25,200	14	9	5	33.3
25,200-30,000	3	3	0	0.0
30,000-36,000	0	0	0	0.0
36,000-above	1	1	0	0.0
Department of Environmental Protection				
Below 10,200	12	2	10	9.0
10,200-15,000	91	36	55	49.5
15,000-20,400	115	82	33	29.7
20,400-25,200	62	54	8	7.2
25,200-30,000	30	28	2	1.8
30,000-36,000	22	19	3	2.7
36,000-above	9	9	0	0.0
Department of Natural Resources				
Below 10,200	24	13	11	22.9
10,200-15,000	150	126	24	50.0
15,000-20,400	92	80	12	25.0
20,400-25,200	28	28	0	0.0
25,200-30,000	14	13	1	2.1
30,000-36,000	12	12	0	0.0
36,000-above	3	3	0	0.0
Department of Surface Mining Reclamation and Enforcement				
Below 10,200	33	0	33	30.0
10,200-15,000	86	46	40	36.4
15,000-20,400	151	119	32	29.1
20,400-25,200	31	27	4	3.6
25,200-30,000	20	19	1	0.9
30,000-36,000	11	11	0	0.0
36,000-above	7	7	0	0.0
TRANSPORTATION CABINET				
Office of the Secretary				
Below 10,200	6	3	3	21.4
10,200-15,000	5	3	2	14.3
15,000-20,400	4	0	4	28.6
20,400-25,200	6	1	5	35.7
25,200-30,000	5	5	0	0.0
30,000-36,000	0	0	0	0.0
36,000-above	5	5	0	0.0

TABLE K (Cont'd)

Name of Department	Total	Male	Female	% Female of Total Females in Agency
Office of the Comptroller				
Below 10,200	0	0	0	0.0
10,200-15,000	2	1	1	100.0
15,000-20,400	0	0	0	0.0
20,400-25,200	0	0	0	0.0
25,200-30,000	0	0	0	0.0
30,000-36,000	0	0	0	0.0
36,000-above	0	0	0	0.0
Department of Financial and Legal Affairs				
Below 10,200	14	0	14	11.2
10,200-15,000	84	26	58	46.4
15,000-20,400	74	34	40	32.0
20,400-25,200	76	66	10	8.0
25,200-30,000	45	43	2	1.6
30,000-36,000	27	26	1	0.8
36,000-above	25	25	0	0.0
Department of Highways				
Below 10,200	1363	1231	132	27.6
10,200-15,000	2347	2098	249	52.1
15,000-20,400	875	797	78	16.3
20,400-25,200	326	313	13	2.7
25,200-30,000	170	166	4	0.8
30,000-36,000	145	144	1	0.2
36,000-above	132	131	1	0.2
Department of Vehicle Regulation				
Below 10,200	52	7	45	38.5
10,200-15,000	97	51	46	39.3
15,000-20,400	81	58	23	19.7
20,400-25,200	16	14	2	1.7
25,200-30,000	8	7	1	0.9
30,000-36,000	7	7	0	0.0
36,000-above	6	6	0	0.0
COMMERCE CABINET				
Office of the Secretary				
Below 10,200	0	0	0	0.0
10,200-15,000	1	1	0	0.0
15,000-20,400	4	1	3	42.9
20,400-25,200	5	2	3	42.9
25,200-30,000	1	1	0	0.0
30,000-36,000	2	1	1	14.3
36,000-above	6	6	0	0.0
Department of Agriculture				
Below 10,200	21	7	14	15.9
10,200-15,000	124	76	48	54.5
15,000-20,400	80	64	16	18.2
20,400-25,200	49	40	9	10.2
25,200-30,000	9	8	1	1.1
30,000-36,000	8	8	0	0.0
36,000-above	4	4	0	0.0

TABLE K (Cont'd)

Name of Department	Total	Male	Female	% Female of Total Females in Agency
Department of the Arts				
Below 10,200	1	0	1	4.5
10,200-15,000	13	5	8	36.4
15,000-20,400	11	7	4	18.2
20,400-25,200	14	7	7	31.8
25,200-30,000	0	0	0	0.0
30,000-36,000	1	0	1	4.5
36,000-above	1	0	1	4.5
Department of Economic Development				
Below 10,200	32	7	25	29.1
10,200-15,000	29	3	26	30.2
15,000-20,400	28	12	16	18.6
20,400-25,200	23	11	12	14.0
25,200-30,000	8	4	4	4.7
30,000-36,000	11	9	2	2.3
36,000-above	7	6	1	1.2
Department of Fish and Wildlife				
Below 10,200	54	49	5	18.5
10,200-15,000	90	80	10	37.0
15,000-20,400	114	105	9	33.3
20,400-25,200	37	35	2	7.4
25,200-30,000	11	10	1	3.7
30,000-36,000	4	4	0	0.0
36,000-above	2	2	0	0.0
Department of Parks				
Below 10,200	1236	513	723	83.2
10,200-15,000	315	204	111	12.8
15,000-20,400	79	51	28	3.2
20,400-25,200	26	20	6	0.7
25,200-30,000	18	17	1	0.1
30,000-36,000	6	6	0	0.0
36,000-above	6	6	0	0.0
Kentucky Council on Agriculture				
Below 10,200	0	0	0	0.0
10,200-15,000	1	0	1	16.7
15,000-20,400	3	2	1	16.7
20,400-25,200	2	0	2	33.3
25,200-30,000	4	3	1	16.7
30,000-36,000	1	0	1	16.7
36,000-above	1	1	0	0.0
Kentucky Development Finance Auth.				
Below 10,200	0	0	0	0.0
10,200-15,000	2	0	2	66.7
15,000-20,400	1	0	1	33.3
20,400-25,200	0	0	0	0.0
25,200-30,000	2	2	0	0.0
30,000-36,000	1	1	0	0.0
36,000-above	0	0	0	0.0

TABLE K (Cont'd)

Name of Department	Total	Male	Female	% Female of Total Females in Agency
Kentucky Horse Park				
Below 10,200	82	28	54	80.6
10,200-15,000	21	12	9	13.4
15,000-20,400	7	4	3	4.5
20,400-25,200	3	2	1	1.5
25,200-30,000	0	0	0	0.0
30,000-36,000	0	0	0	0.0
36,000-above	1	1	0	0.0
Kentucky State Fair Board				
Below 10,200	106	69	37	53.6
10,200-15,000	44	23	21	30.4
15,000-20,400	18	12	6	8.7
20,400-25,200	16	12	4	5.8
25,200-30,000	5	5	0	0.0
30,000-36,000	6	5	1	1.4
36,000-above	3	3	0	0.0
CABINET FOR PUBLIC PROTECTION AND REGULATION				
Office of the Secretary				
Below 10,200	0	0	0	0.0
10,200-15,000	0	0	0	0.0
15,000-20,400	2	0	2	66.7
20,400-25,200	0	0	0	0.0
25,200-30,000	2	1	1	33.3
30,000-36,000	0	0	0	0.0
36,000-above	2	2	0	0.0
Office for Public Advocacy				
Below 10,200	7	2	5	9.1
10,200-15,000	39	11	28	50.9
15,000-20,400	19	6	13	23.6
20,400-25,200	30	25	5	9.1
25,200-30,000	11	9	2	3.6
30,000-36,000	5	3	2	3.6
36,000-above	3	3	0	0.0
Dept. of Alcoholic Beverage Control				
Below 10,200	1	0	1	7.1
10,200-15,000	12	8	4	28.6
15,000-20,400	16	12	4	28.6
20,400-25,200	5	2	3	21.4
25,200-30,000	2	0	2	14.3
30,000-36,000	1	1	0	0.0
36,000-above	2	2	0	0.0
Dept. of Banking and Securities				
Below 10,200	2	0	2	12.5
10,200-15,000	14	7	7	43.8
15,000-20,400	14	9	5	31.3
20,400-25,200	17	16	1	6.3
25,200-30,000	5	5	0	0.0
30,000-36,000	4	3	1	6.3
36,000-above	5	5	0	0.0

TABLE K (Cont'd)

Name of Department	Total	Male	Female	% Female of Total Females in Agency
Dept. of Housing, Building, and Construction				
Below 10,200	17	0	17	38.6
10,200-15,000	41	19	22	50.0
15,000-20,400	72	69	3	6.8
20,400-25,200	22	20	2	4.5
25,200-30,000	14	14	0	0.0
30,000-36,000	6	6	0	0.0
36,000-above	7	7	0	0.0
Department of Insurance				
Below 10,200	11	1	10	22.7
10,200-15,000	20	1	19	43.2
15,000-20,400	11	4	7	15.9
20,400-25,200	14	9	5	11.4
25,200-30,000	5	3	2	4.5
30,000-36,000	3	3	0	0.0
36,000-above	3	2	1	2.3
Department of Labor				
Below 10,200	57	8	49	22.5
10,200-15,000	114	16	98	45.0
15,000-20,400	94	43	51	23.4
20,400-25,200	61	45	16	7.3
25,200-30,000	26	25	1	0.5
30,000-36,000	17	14	3	1.4
36,000-above	7	7	0	0.0
Department of Mines and Minerals				
Below 10,200	20	1	19	42.2
10,200-15,000	22	2	20	44.4
15,000-20,400	14	10	4	8.9
20,400-25,200	14	13	1	2.2
25,200-30,000	5	5	0	0.0
30,000-36,000	48	47	1	2.2
36,000-above	20	20	0	0.0
Crime Victims Compensation Board				
Below 10,200	1	0	1	14.3
10,200-15,000	2	0	2	28.6
15,000-20,400	6	3	3	42.9
20,400-25,200	0	0	0	0.0
25,200-30,000	1	1	0	0.0
30,000-36,000	1	0	1	14.3
36,000-above	0	0	0	0.0
Kentucky Board of Tax Appeals				
Below 10,200	0	0	0	0.0
10,200-15,000	0	0	0	0.0
15,000-20,400	1	0	1	50.0
20,400-25,200	0	0	0	0.0
25,200-30,000	3	3	0	0.0
30,000-36,000	1	0	1	50.0
36,000-above	0	0	0	0.0

TABLE K (Cont'd)

Name of Department	Total	Male	Female	% Female of Total Females in Agency
Kentucky Harness Racing Commission				
Below 10,200	0	0	0	0.0
10,200-15,000	3	0	3	75.0
15,000-20,400	0	0	0	0.0
20,400-25,200	2	1	1	25.0
25,200-30,000	0	0	0	0.0
30,000-36,000	3	3	0	0.0
36,000-above	1	1	0	0.0
Kentucky Occupational Safety and Health Review Commission				
Below 10,200	0	0	0	0.0
10,200-15,000	0	0	0	0.0
15,000-20,400	5	3	2	100.0
20,400-25,200	2	2	0	0.0
25,200-30,000	0	0	0	0.0
30,000-36,000	0	0	0	0.0
36,000-above	0	0	0	0.0
Public Service Commission				
Below 10,200	4	0	4	10.3
10,200-15,000	23	9	14	35.9
15,000-20,400	28	14	14	35.9
20,400-25,200	8	4	4	10.3
25,200-30,000	7	6	1	2.6
30,000-36,000	7	6	1	2.6
36,000-above	7	6	1	2.6
Registry of Election Finance				
Below 10,200	0	0	0	0.0
10,200-15,000	2	1	1	25.0
15,000-20,400	3	0	3	75.0
20,400-25,200	0	0	0	0.0
25,200-30,000	1	1	0	0.0
30,000-36,000	0	0	0	0.0
36,000-above	1	1	0	0.0
Kentucky State Racing Commission				
Below 10,200	0	0	0	0.0
10,200-15,000	4	3	1	33.3
15,000-20,400	6	4	2	66.7
20,400-25,200	2	2	0	0.0
25,200-30,000	3	3	0	0.0
30,000-36,000	1	1	0	0.0
36,000-above	3	3	0	0.0
CABINET FOR HUMAN RESOURCES				
Office of the Secretary				
Below 10,200	6	0	6	17.1
10,200-15,000	7	1	6	17.1
15,000-20,400	17	3	14	40.0
20,400-25,200	9	2	7	20.0
25,200-30,000	4	3	1	2.9
30,000-36,000	6	5	1	2.9
36,000-above	7	7	0	0.0

TABLE K (Cont'd)

Name of Department	Total	Male	Female	% Female of Total Females in Agency
Office of Administrative Services				
Below 10,200	66	31	35	15.6
10,200-15,000	157	52	105	46.7
15,000-20,400	89	27	62	27.6
20,400-25,200	37	22	15	6.7
25,200-30,000	20	13	7	3.1
30,000-36,000	8	7	1	0.4
36,000-above	1	1	0	0.0
Office of Communications & Council Affairs				
Below 10,200	1	0	1	12.5
10,200-15,000	5	3	2	25.0
15,000-20,400	3	0	3	37.5
20,400-25,200	0	0	0	0.0
25,200-30,000	1	0	1	12.5
30,000-36,000	1	0	1	12.5
36,000-above	0	0	0	0.0
Office of General Counsel				
Below 10,200	2	1	1	5.6
10,200-15,000	3	1	2	11.1
15,000-20,400	12	0	12	66.7
20,400-25,200	11	8	3	16.7
25,200-30,000	1	1	0	0.0
30,000-36,000	4	4	0	0.0
36,000-above	2	2	0	0.0
Office of the Inspector General				
Below 10,200	8	0	8	8.0
10,200-15,000	58	19	39	39.0
15,000-20,400	61	30	31	31.0
20,400-25,200	35	19	16	16.0
25,200-30,000	12	9	3	3.0
30,000-36,000	8	6	2	2.0
36,000-above	1	0	1	1.0
Office of Policy and Budget				
Below 10,200	0	0	0	0.0
10,200-15,000	5	0	5	50.0
15,000-20,400	1	0	1	10.0
20,400-25,200	9	5	4	40.0
25,200-30,000	0	0	0	0.0
30,000-36,000	2	2	0	0.0
36,000-above	1	1	0	0.0
Office of the Ombudsman				
Below 10,200	2	0	2	11.1
10,200-15,000	11	2	9	50.0
15,000-20,400	5	1	4	22.2
20,400-25,200	3	0	3	16.7
25,200-30,000	1	1	0	0.0
30,000-36,000	1	1	0	0.0
36,000-above	0	0	0	0.0

TABLE K (Cont'd)

Name of Department	Total	Male	Female	% Female of Total Females in Agency
Department of Health Services				
Below 10,200	1291	358	933	37.4
10,200-15,000	1349	382	967	38.8
15,000-20,400	536	147	389	15.6
20,400-25,200	230	96	134	5.4
25,200-30,000	97	58	39	1.6
30,000-36,000	45	29	16	0.6
36,000-above	64	50	14	0.6
Department of Manpower Services				
Below 10,200	43	9	34	8.2
10,200-15,000	295	108	187	45.2
15,000-20,400	241	107	134	32.4
20,400-25,200	122	73	49	11.8
25,200-30,000	27	20	7	1.7
30,000-36,000	11	9	2	0.5
36,000-above	1	0	1	0.2
Department of Social Insurance				
Below 10,200	431	15	416	16.4
10,200-15,000	1238	150	1088	42.8
15,000-20,400	909	195	714	28.1
20,400-25,200	414	161	253	10.0
25,200-30,000	102	43	59	2.3
30,000-36,000	30	26	4	0.2
36,000-above	6	0	6	0.2
Department of Social Services				
Below 10,200	335	41	294	19.0
10,200-15,000	935	246	689	44.5
15,000-20,400	516	170	346	22.4
20,400-25,200	293	111	182	11.8
25,200-30,000	57	27	30	1.9
30,000-36,000	20	14	6	0.4
36,000-above	3	2	1	0.1
FINANCE AND ADMINISTRATION CABINET				
Office of the Secretary				
Below 10,200	5	1	4	12.1
10,200-15,000	13	1	12	36.4
15,000-20,400	13	5	8	24.2
20,400-25,200	10	4	6	18.2
25,200-30,000	3	1	2	6.1
30,000-36,000	3	2	1	3.0
36,000-above	4	4	0	0.0
Office of Governmental Services Center				
Below 10,200	3	0	3	33.3
10,200-15,000	5	5	0	0.0
15,000-20,400	4	1	3	33.3
20,400-25,200	3	1	2	22.2
25,200-30,000	0	0	0	0.0
30,000-36,000	5	4	1	11.1
36,000-above	2	2	0	0.0

TABLE K (Cont'd)

Name of Department	Total	Male	Female	% Female of Total Females in Agency
Office for Policy Management				
Below 10,200	2	0	2	14.3
10,200-15,000	5	0	5	35.7
15,000-20,400	2	0	2	14.3
20,400-25,200	4	3	1	7.1
25,200-30,000	7	5	2	14.3
30,000-36,000	6	5	1	7.1
36,000-above	5	4	1	7.1
Department for Administration				
Below 10,200	61	23	38	26.6
10,200-15,000	99	42	57	39.9
15,000-20,400	69	33	36	25.2
20,400-25,200	24	18	6	4.2
25,200-30,000	11	9	2	1.4
30,000-36,000	9	6	3	2.1
36,000-above	6	5	1	0.7
Department for Facilities Management				
Below 10,200	151	77	74	44.8
10,200-15,000	176	115	61	37.0
15,000-20,400	98	74	24	14.5
20,400-25,200	32	28	4	2.4
25,200-30,000	21	20	1	0.6
30,000-36,000	13	12	1	0.6
36,000-above	6	6	0	0.0
Department for Information Systems				
Below 10,200	26	9	17	9.6
10,200-15,000	81	22	59	29.9
15,000-20,400	126	55	71	36.0
20,400-25,200	95	64	31	15.7
25,200-30,000	51	43	8	4.1
30,000-36,000	57	49	8	4.1
36,000-above	16	15	1	0.5
Capital Plaza Authority				
Below 10,200	5	5	0	0.0
10,200-15,000	2	1	1	33.3
15,000-20,400	4	2	2	66.7
20,400-25,200	1	1	0	0.0
25,200-30,000	0	0	0	0.0
30,000-36,000	1	1	0	0.0
36,000-above	0	0	0	0.0
Commonwealth Credit Union				
Below 10,200	9	0	9	64.3
10,200-15,000	5	0	5	35.7
15,000-20,400	0	0	0	0.0
20,400-25,200	0	0	0	0.0
25,200-30,000	0	0	0	0.0
30,000-36,000	1	1	0	0.0
36,000-above	0	0	0	0.0

TABLE K (Cont'd)

Name of Department	Total	Male	Female	% Female of Total Females in Agency
ENERGY AND AGRICULTURE CABINET				
Office of the Secretary				
Below 10,200	1	1	0	0.0
10,200-15,000	0	0	0	0.0
15,000-20,400	0	0	0	0.0
20,400-25,200	0	0	0	0.0
25,200-30,000	2	1	1	100.0
30,000-36,000	0	0	0	0.0
36,000-above	1	1	0	0.0
Office of Administration				
Below 10,200	0	0	0	0.0
10,200-15,000	1	1	0	0.0
15,000-20,400	3	2	1	33.3
20,400-25,200	0	0	0	0.0
25,200-30,000	2	0	2	66.7
30,000-36,000	0	0	0	0.0
36,000-above	1	1	0	0.0
Office of Policy and Evaluation				
Below 10,200	1	0	1	16.7
10,200-15,000	4	1	3	50.0
15,000-20,400	1	1	0	0.0
20,400-25,200	1	0	1	16.7
25,200-30,000	2	1	1	16.7
30,000-36,000	0	0	0	0.0
36,000-above	1	1	0	0.0
Dept. of Energy Productions & Utilization				
Below 10,200	0	0	0	0.0
10,200-15,000	1	0	1	14.3
15,000-20,400	11	5	6	85.7
20,400-25,200	3	3	0	0.0
25,200-30,000	2	2	0	0.0
30,000-36,000	2	2	0	0.0
36,000-above	4	4	0	0.0
Dept. of Energy Research & Development				
Below 10,200	0	0	0	0.0
10,200-15,000	2	0	2	40.0
15,000-20,400	2	1	1	20.0
20,400-25,200	1	1	0	0.0
25,200-30,000	4	2	2	40.0
30,000-36,000	0	0	0	0.0
36,000-above	3	3	0	0.0
CORRECTIONS CABINET				
Office of the Secretary				
Below 10,200	0	0	0	0.0
10,200-15,000	2	0	2	40.0
15,000-20,400	1	0	1	20.0
20,400-25,200	2	1	1	20.0
25,200-30,000	0	0	0	0.0
30,000-36,000	0	0	0	0.0
36,000-above	3	2	1	20.0

TABLE K (Cont'd)

Name of Department	Total	Male	Female	% Female of Total Females in Agency
Office of Administrative Services				
Below 10,200	5	1	4	12.1
10,200-15,000	14	2	12	36.4
15,000-20,400	15	3	12	36.4
20,400-25,200	3	1	2	6.1
25,200-30,000	2	0	2	6.1
30,000-36,000	3	3	0	0.0
36,000-above	2	1	1	3.0
Office of Community Services				
Below 10,200	32	0	32	24.1
10,200-15,000	69	18	51	38.3
15,000-20,400	110	68	42	31.6
20,400-25,200	55	50	5	3.8
25,200-30,000	13	11	2	1.5
30,000-36,000	7	6	1	0.8
36,000-above	1	1	0	0.0
Office of Correctional Training				
Below 10,200	0	0	0	0.0
10,200-15,000	3	0	3	60.0
15,000-20,400	3	2	1	20.0
20,400-25,200	5	4	1	20.0
25,200-30,000	3	3	0	0.0
30,000-36,000	3	3	0	0.0
36,000-above	0	0	0	0.0
Office of General Counsel				
Below 10,200	0	0	0	0.0
10,200-15,000	2	0	2	33.3
15,000-20,400	2	0	2	33.3
20,400-25,200	1	0	1	16.7
25,200-30,000	1	1	0	0.0
30,000-36,000	0	0	0	0.0
36,000-above	1	0	1	16.7
Dept. of Adult Correctional Institutions				
Below 10,200	55	3	52	13.6
10,200-15,000	813	564	249	65.2
15,000-20,400	341	274	67	17.5
20,400-25,200	97	84	13	3.4
25,200-30,000	29	29	0	0.0
30,000-36,000	16	15	1	0.3
36,000-above	5	5	0	0.0
Parole Board				
Below 10,200	1	0	1	20.0
10,200-15,000	0	0	0	0.0
15,000-20,400	4	2	2	40.0
20,400-25,200	1	0	1	20.0
25,200-30,000	0	0	0	0.0
30,000-36,000	3	2	1	20.0
36,000-above	2	2	0	0.0

NEW HIRES DID NOT ACCOUNT FOR HIGHER FEMALE WORKFORCE PERCENTAGE

Women were hired for 1,014 of 2,438 state jobs between November 1981 and November 1982. At 41.6 percent, this new hire figure was somewhat below the 47.1 percent of the total state workforce held by women in November 1982 and shows that the slight gains by women between 1980 and 1982 resulted from more men than women leaving state employment, rather than from effective affirmative hiring.

Four cabinets with the lowest percentage of female new hires--all below 30 percent--between November 1981 and November 1982 were: Transportation, Natural Resources and Environmental Protection, Justice, and Corrections.

The Transportation Cabinet hired only 21.5 percent women (88 of 410 new employees) between November 1981 and November 1982--the worst record of any state cabinet. The Cabinet for Natural Resources and Environmental Protection was nearly as bad with 19 women (21.8 percent) among the 87 new employees.

These two cabinets with poorest female new hire statistics were among the worst in state government in total percentage of women employees as of November 1982, which shows that little was being accomplished to remedy the problems these two cabinets have had in adequate female employment.

The Justice Cabinet had a 24.7 percent female new hire rate, and Corrections Cabinet hired 26.8 percent females between November 1981 and November 1982.

The Human Resources Cabinet hired 61.3 percent women between November 1981 and November 1982 for the best new hire record of any state government cabinet. Almost 40 percent of the newly-hired women in state government between November 1981 and November 1982 were hired by Human Resources.

The Department of Health Services, Department of Social Services and Department of Social Insurance did most of the new hiring, and all three hired more than 60 percent women. The Department of Health Services hired 255 women (60.4 percent of the 422 new hires), the Department of Social Services hired 99 women (64.3 percent female), and the Department of Social Insurance hired 30 women out of 38 new employees for a 78.9 percent female new hire rate.

In Transportation, the Department of Highways did over 70 percent of the new hiring but only 25 (8.7 percent) of the 289 new hires were women. The Office of Administration hired only 62 new people but 36 were women, and the Department of Vehicle Regulation--with only 46 total new hires--came close to hiring more women (22) than Highways. Excluding the Department of Highways, the Transportation Cabinet had a 52.1 percent new hire rate for women between November 1981 and November 1982, which shows the adverse impact the poor record in Highways had on all of Transportation.

Almost 85 percent of the new hires in the Cabinet for Natural Resources and Environmental Protection worked for the Department of Surface Mining Reclamation and Enforcement,

Department of Natural Resources, and Department of Environmental Protection and their poor female hiring levels greatly affected the poor level of the entire cabinet.

Only six (14.6 percent) of the 41 new hires in Surface Mining Reclamation and Enforcement were women, and three (17.6 percent) of the 17 new hires in Natural Resources were women. Five of 15 (33.3 percent) of the new hires in Environmental Protection were women.

All but eight of 154 new hires in the Justice Cabinet were hired by the Department of State Police and the Department of Military Affairs, and both departments hired less than 25 percent women between November 1981 and November 1982. Only 22 percent (29 of 132) of the new hires in State Police were women and four of the 22 (18.2 percent) new hires in Military Affairs were women. Five women were among the 66 newly-hired Police Trooper Cadets and one woman was hired as a Police Trooper. Small as these numbers are, these six women troopers hired actually tripled the number of women troopers in the department.

Other state agencies in other cabinets that had a poor female new hire percentage between November 1981 and November 1982 were: Department of Adult Correctional Institutions (24.0 percent female), Department of Housing, Building, and Construction (25.0 percent female), Unified Prosecutorial System (29.0 percent female), Department of Mines and Minerals (30.8 percent female), Department for Facilities Management (31.0 percent female), Public Service Commission (33.3 percent female) and Department of Parks (37.3 percent female).

Three of those agencies--Fish and Wildlife, Highways, and Adult Correctional Institutions--that had low female workforce levels hired new women at salaries equal or higher that of newly-hired men between November 1981 and November 1982.

The women hired in the Department of Fish and Wildlife started at a salary $650 higher than the average starting pay for the male new hires. On a percentage basis, they earned 107 percent of the average male new hire salary.

The female new hires in the Department of Highways earned roughly the same pay as male hires between November 1981 and November 1982, with women, on the average, making $40 more per year than men.

Newly-hired women in Adult Correctional Institutions were less than one percent away from making the same starting salary as newly-hired men, between November 1981 and November 1982. On a yearly average, women made $107 less than the men hires.

Some other agencies did not come close to paying new women the same as new men. The new women hires in Unified Prosecutorial System made only 31.5 cents to every dollar a male new hire made between November 1981 and November 1982. The average salary for female new hires was $11,010 and the average male new hire salary was triple that at $34,981.

This rate of pay for new women as compared to new men was much worse than exisiting pay for all women workers in the agency. Women, on the average, made 57.7 percent of what men made and the agency's hiring practices between November 1981 and November 1982 caused women to fall further behind men.

Also among the worse was the Department of Mines and Minerals, where men new hires made almost double that of women. The female new hires earned 51.4 cents to every dollar made by a male new hire between November 1981 and November 1982. As bad as that was, it was an improvement over the 38.7 percent of male salaries that all women in the agency made as of November 1982.

The rate of pay for women hires in the Department of Natural Resources was worse than the existing pay level for women. Between November 1981 and November 1982, newly-hired women made 64.3 cents to every dollar earned by men new hires, while women workers as a whole made 76.3 cents to every dollar made by male workers in the department.

The salary gap between female new hires and male new hires was over $4,000 in the Department of Housing, Building, and Construction between November 1981 and November 1982, but that was slightly better than what other women in the department made. All Housing, Building, and Construction women made 61 cents to the male dollar but women new hires made 67.4 cents to the male new hire dollar.

Women hires in the Department of State Police were hired at a better pay rate than women already in the department between November 1981 and November 1982. Female new hires made 85.9 cents to the male new hire dollar which was a significant improvement over the 60.4 cents to the male dollar that all women in State Police made as of November 1982.

TABLE L

New Hires by Department by Sex
November 1981 - November 1982

Department Name	Total New Hires	Male New Hires	Female New Hires	Percent Female
REVENUE CABINET	154	72	82	53.2
Office of the Secretary	1	0	1	100.0
Office of PVA's	3	2	1	33.3
Department of Property Taxation	3	0	3	100.0
Department of Processing & Enforcement	55	21	34	61.8
Dept. of Professional & Support Service	15	6	9	60.0
Department of Revenue[1]	77	43	34	44.2
GENERAL GOVERNMENT	161	91	70	43.5
Attorney General	25	15	10	40.0
Auditor of Public Accounts	14	4	10	71.4
Department of Local Government	1	1	0	0.0
Department of Personnel	1	0	1	100.0
Department of Treasury	1	0	1	100.0
Kentucky Higher Education Asst. Authority	13	2	11	84.6
Kentucky Retirement Systems	2	0	2	100.0
Local Disaster and Emergency Services	1	0	1	100.0
Office of the Governor	1	0	1	100.0
Secretary of State	2	1	1	50.0
Unified Prosecutorial System	93	66	27	29.0
JUSTICE CABINET	162	122	40	24.7
Office of the Secretary	3	1	2	66.7
Department of Military Affairs	22	18	4	18.2
Department of State Police	132	103	29	22.0
Department of Training	5	0	5	100.0
EDUCATION AND HUMANITIES CABINET	154	66	88	57.1
Department for the Blind	5	2	3	60.0
Department of Education	137	57	80	58.4
Department of Libraries and Archives	2	1	1	50.0
Kentucky Educational Television	3	3	0	0.0
Kentucky Historical Society	1	1	0	0.0
Teacher's Retirement System	2	0	2	100.0
Kentucky Commission on Human Rights	2	1	1	50.0
Kentucky Heritage Council	2	1	1	50.0
CABINET FOR NATURAL RESOURCES AND ENVIRONMENTAL PROTECTION	87	68	19	21.8
Office of the Secretary	2	0	2	100.0
Office of Administration	2	2	0	0.0
Office of Communications and Community Affairs	1	1	0	0.0

[1]Department of Revenue represents new hires before Revenue Cabinet was established as a result of government reorganization.

TABLE L (Cont'd)

Department Name	Total New Hires	Male New Hires	Female New Hires	Percent Female
Office of General Counsel	8	5	3	37.5
Department of Environmental Protection	15	10	5	33.3
Department of Natural Resources	17	14	3	17.6
Dept. of Surface Mining Reclam. & Enf.	41	35	6	14.6
TRANSPORTATION CABINET	410	322	88	21.5
Office of the Secretary	3	1	2	66.7
Office of the Comptroller	2	2	0	0.0
Department of Administration	62	26	36	58.1
Department of Financial & Legal Affairs	8	5	3	37.5
Department of Highways	289	264	25	8.7
Department of Vehicle Regulation	46	24	22	47.8
COMMERCE CABINET	151	100	51	33.8
Office of the Secretary	2	2	0	0.0
Department of Agriculture	30	17	13	43.3
Department of the Arts	7	5	2	28.6
Department of Economic Development	12	5	7	58.3
Department of Fish and Wildlife	19	18	1	5.3
Department of Parks	67	42	25	37.3
Kentucky Council on Agriculture	2	1	1	50.0
Kentucky Development Finance Authority	1	0	1	100.0
Kentucky Horse Park	4	3	1	25.0
Kentucky State Fair Board	7	7	0	0.0
CABINET FOR PUBLIC PROT. & REGULATION	103	57	46	44.7
Office of the Secretary	4	3	1	25.0
Office of Public Advocacy	17	7	10	58.8
Department of Alcoholic Beverage Control	2	1	1	50.0
Department of Banking and Securities	2	2	0	0.0
Department of Housing, Building, and Construction	8	6	2	25.0
Department of Insurance	10	4	6	60.0
Department of Labor	12	2	10	83.3
Department of Mines and Minerals	26	18	8	30.8
Crime Victims Compensation Board	3	0	3	100.0
Kentucky Occupational Safety and Health Review Commission	2	2	0	0.0
Public Service Commission	15	10	5	33.3
Kentucky State Racing Commission	2	2	0	0.0
CABINET FOR HUMAN RESOURCES	652	252	400	61.3
Office of the Secretary	3	1	2	66.7
Office of Administrative Services	15	13	2	13.3
Office of Communications & Council Affairs	1	0	1	100.0
Office of General Counsel	2	1	1	50.0
Office of Inspector General	3	1	2	66.7
Office of the Ombudsman	2	0	2	100.0
Department of Health Services	422	167	255	60.4

TABLE L (Cont'd)

Department Name	Total New Hires	Male New Hires	Female New Hires	Percent Female
Department of Manpower Services	12	6	6	50.0
Department of Social Insurance	38	8	30	78.9
Department of Social Services	154	55	99	64.3
FINANCE AND ADMINISTRATION CABINET	66	38	28	42.4
Office of the Secretary	2	2	0	0.0
Office for Policy Management	1	0	1	100.0
Department for Administration	12	3	9	75.0
Department for Facilities Management	42	29	13	31.0
Department for Information Systems	8	4	4	50.0
Commonwealth Credit Union	1	0	1	100.0
ENERGY AND AGRICULTURE CABINET	8	5	3	37.5
Office of the Secretary	2	2	0	0.0
Office of Policy and Evaluation	1	0	1	100.0
Department of Energy Productions and Utilization	1	1	0	0.0
Department of Energy Research and Development	2	1	1	50.0
CORRECTIONS CABINET	302	221	81	26.8
Office of the Secretary	2	1	1	50.0
Office of Administrative Services	1	1	0	0.0
Office of Community Services	16	4	12	75.0
Dept. of Adult Correctional Institutions	279	212	67	24.0
Parole Board	4	3	1	25.0
TOTAL STATE GOVERNMENT	2,438	1,424	1,014	41.6

CONCLUSIONS

The gains made by women over the past seven years in obtaining a larger share of the total state government workforce has not brought about similar gains in the salary they received in comparison to their male counterparts. In fact, women were closer to salary equity in 1974, when women earned 82.9 cents to the male dollar, than they were in 1982, when women earned 77.1 cents to the male dollar. As a result, the difference in average annual salaries between male and female workers set a new record of $4,114 a year as of November 1982.

In some areas of state government, the salary disparity was particularly bad. The Judicial Branch of state government had the worst salary gap, at the cabinet level, with men making almost $18,000 more per year than women. Even considering that elected male judges were at the highest salary levels, women's salaries were still dismal compared to men. Six of the other 11 cabinets in state government had female salary gaps of over $5,000 per year. Four departments with over 30 employers had salary disparities averaging over $15,000 a year. The fact that the Department of Arts was the only agency with more than 30 employers that paid women more than men, on the average, was disappointing.

A factor in the large salary disparities in most agencies was the severe concentration of women in office and clerical jobs at lower salaries, and the under-utilization of women in officials and managers jobs, technical jobs, skilled craft jobs, and protective service jobs, most of which were at higher salaries.

Promoting women into higher paying categories will improve the pay disparity somewhat, but as long as large numbers of women remain in the office and clerical positions, the salary gap between men and women workers will not be equalized.

Despite the relatively equitable share of the state government workforce held by women, some departments' low utilization of women was unfortunate. The Department of Fish and Wildlife and the Department of Highways both employed less than 10 percent women as of November 1982. In Highways, 1,991 people worked as either Light or Heavy Equipment Operators and only 19 (1.0 percent) were women.

The poor use of women among some agencies was better illustrated by the 13 departments where total segregation existed between male and female workers. This shows that women's work and men's work was still a reality in state government, and there were still many areas of state jobs where women were not employed. The fact that 41 state agencies had serious problems of sex segregation in their workforce showed that women still have a long way to go before they will be equally represented among all departments, job classes, and pay levels.

Getting women hired as state workers is no longer a problem, even though some departments still need to improve. Rather, women that are already employed need to be promoted and upgraded to better paying jobs and newly-hired women need to be employed in areas where there is not a female concentration.

Agency directors and cabinet secretaries must accept the responsibility to upgrade women from low paying and traditional jobs, to higher paying jobs of all types.

Directors and secretaries should evaluate their departments and identify areas where women are under-represented. Numerical goals and timetables should be set in every department to affirmatively remedy the historical problem of female under-representation in most state jobs.

If no applicant pool exists for an agency's particular area of poor utilization, a wide array of training options are available to train women state workers for those jobs, and directors and cabinet heads should seek out women who could be trained for those jobs.

Many private employers provide better examples than state government of good female distribution across their entire workforce. Government agencies should be leaders, not followers, in employing women and minorities in all jobs, but many state agencies have fallen far short of fulfulling their leadership responsibilites.

Bibliography of Related Commission Publications

How to File a Complaint of Discrimination Based on Race, Color, Religion, National Origin, Sex or Age Between 40 and 70, leaflet containing informtion about complaints and the Commission's investigative procedures; includes complaint form.

1983 Black Graduates of Kentucky, an annual report designed to assist in the recruitment of black college graduates by Kentucky employers; present information about the academic training, work experience and interest of blacks graduating from Kentucky colleges in 1983. 40 pages. March 1983.

Black Employment in Kentucky State Agencies, the tenth survey on the status of black employees in Kentucky state government as of November 1981; reports percentages of minority employees in individual state agencies and on the total state workforce; documents the changes in occupational levels and salary grades for black employees over the period 1962-1981. 48 pages. August 1982.

Female Faculty Increases Slightly to 27 percent at State Universities, the third report on female faculty employment and the seventh report on the state university system. This report analyzes the sexual composition of faculty at the state-supported universities and community colleges between 1979 and 1981. 33 pages. January 1983.

Stop Sexual Harassment on the Job, an informational pamphlet outlining what sexual harassment is--giving reported examples, citing the protection given under the law, and telling how victims should respond to harassment. June 1980.

Sexual Harassment on the Job is Against the Law, a technical assistance guide for employers and victims outlining the current meaning of the law on sexual harassment. 21 pages. June 1980.

Preventing Sexual Harassment, a 30-minute film produced by the Bureau of National Affairs explaining what sexual harassment is and how to prevent it. (The film is available for showing to interested groups and as employee training at no charge. Contact the Commission's offices for scheduling.)

An Employer Can't Send You Home to Sit and Wait, a leaflet answering questions concerning women's rights in employment during pregnancy and maternity. September 1976.

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Under the Kentucky Civil Rights Act of 1966, KRS 344.190 (11), the Commission has the duty "to make studies appropriate to effectuate the purpose and policies of this chapter and to make the results thereof available to the public."

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